

New York Urban League.



We are ensuring that racial equality is integrated into local, city and statewide policies to foster healthy and thriving communities and livelihood for Black New Yorkers across all five boroughs by making racial equality data available.

- Through partnerships with a diverse group of stakeholders, we collectively assess, understand, and develop effective racial equality policies and practices that are focused, comprehensive, and outcomes-driven
- We empower individuals, communities, and organizations by identifying gaps/needs and connecting folks with resources and support to improve racial equality

A letter from the CEO

It is with great responsibility that we share the New York Urban League's **"The State of Black New York"** report. Utilizing data from the National Urban League's Equality Index™, Robin Hood & Columbia University's Poverty and Early Childhood Poverty Trackers, and key citywide data, we highlight disparities among Black New Yorkers and propose solutions across our national program areas:

Economics

Education

Digital Divide

Civic Engagement

Social (Criminal) Justice

Health

Despite making tremendous progress the past century, there is still work to be done. Housing costs continue rising, while median household income for Blacks has stayed the same or declined. According to the Poverty Tracker (2020), 23% of Black adults lived

in poverty, and 39% experienced a hardship and were unable to make ends meet due to economic insecurity (e.g., loss of wages or household incomes) in 2018.

The digital divide widens. It not only limits communities of color ability to access information such as educational and career training resources, apply for jobs and social services, scale and grow businesses but also puts almost a half million Blacks and latinos at risk of undercounting during the digital 2020 Census.

Significant Black-white achievement gaps still exist across New York City schools. In 2018, there were 39- and 33-point achievement gaps between Black and white students in math and reading.

In 2018, 1 in 4 Black adults in New York City faced a health problem (Poverty Tracker, 2020). These underlying health problems along with centuries of racial inequalities have been magnified during the novel coronavirus (Covid-19) pandemic. Today, Black New Yorkers are twice as likely to die from Covid-19 than white people and currently make up 28% of Covid-19 deaths despite making up only 22% of the city's population.

Even more at-risk for Covid-19 exposure and death are the incarcerated, jail and prison staff due to overcrowding, lack of access to proper hygiene, and subpar healthcare. **Blacks are still overrepresented in jails and prisons due to decades of over policing and racial bias despite decreases in overall jail and prison incarceration rates in New York City over the past decade.**

Together, we can turn the tide. In spite of these disparities, for over 100 years, the New York Urban League has advocated for policies and implemented programs that have lifted and empowered the Black community. Key findings in this report help us better understand factors driving the ongoing disparities and lay out a set of policy and program recommendations aimed at mitigating these factors and closing Black-white gaps across the city of New York.

We hope you will join us as we embark on another 100 years of critical and necessary work to improve outcomes for Black New Yorkers!

In Service,

Arva Rice

President & CEO, New York Urban League (NYUL)

Introduction



The New York Urban League (NYUL)

Since 1919, the New York Urban League has led efforts and advocated for policies to economically empower historically underserved and disadvantaged New Yorkers, adapting in each decade to new challenges and opportunities. With over 100 years of impactful programs and results, the New York Urban League will continue to build upon its work to help New Yorkers in need find humanity in the big city, ways to connect and help each other and together gain access to equal opportunity in employment, education, healthcare, financial and technological literacy. We will continue the fight to protect the right to vote and ensure social justice for all New Yorkers across the five boroughs.

Racial equality is achieved when all people, regardless of race or socioeconomic status, have what they need to live and thrive. Despite knowing what racial equality is, New York City (NYC) like many other metropolitan cities has lacked the leadership and political courage to implement policies and allocate resources to drive racially equitable outcomes for all New Yorkers.

Before 1965, income gains were distributed more widely. Today, less than 1% of New Yorkers, who are overwhelmingly white, have made almost all of the financial gains in the last half-century. Bowser et al. (2019) refer to New York City as the most racially segregated city in the U.S. and believe it to be even more segregated today than it was in 1965. The authors refer to New York as “five New York Cities” with each one being whiter and more financially well off than the last one. In addition to the vast income inequality, in the past five decades:

- **50%** of New Yorkers live near or at the poverty level
- Schools have become **more segregated**
- Despite higher high school graduation rates, **median household income for Blacks is half** of white households
- College enrollment and completion rates **are lower**
- **Gentrification** is more widespread
- The number of “**stop and frisk**” for young Black men is higher than the number of young Black men living in New York City
- The rapid proliferation of HIV, heart disease, untreated mental health issues, and lack of quality healthcare in poor and minority communities has resulted in African Americans being more likely to die prematurely, before age 75, than whites.

So what can we **do**?

The State of Black New York utilizes data from the National Urban League's 2019 National Equality Index™ and Robin Hood & Columbia University's Poverty Tracker and Early Child Childhood Poverty Tracker. This work takes an in-depth look at New York City's racial equality across the National Urban League's strategic priority areas.



Economics

Does every New Yorker have access to jobs with a living wage and good benefits and live in safe, decent, affordable, and energy-efficient housing on fair terms?



Education

Is every child in New York ready for college, work, and life?



Digital divide

Are the new job, business and educational opportunities created by increased digitization of our world being equally shared by all New Yorkers?



Civic engagement

Does every New Yorker have equal rights, responsibilities and opportunities to fully participate in our democracy and civic processes?



Social (Criminal) Justice

Does every New Yorker have access to justice and fairness?



Health

Does every New Yorker have access to quality and affordable healthcare solutions?

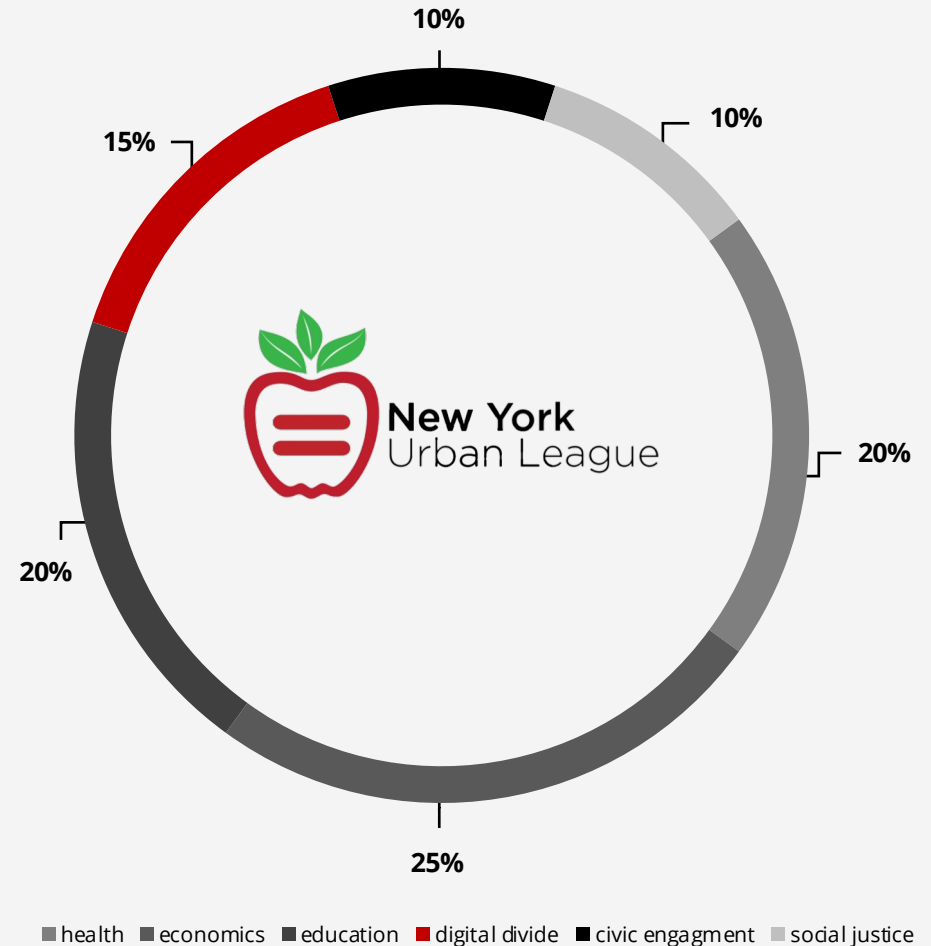
So what can we do?

The National Urban League developed the National Equality Index™ to quantify the progress of African Americans and Latino Americans when compared to whites. Whites are the comparative benchmark due to the historical disenfranchisement and marginalization of African, Native, and Latino Americans in our country.

Each strategic priority area (see Figure 1) and a set of key indicators (see Table 1) make up the Equality Index. These weighted indices allow us to zoom in to identify progress, where widespread equality gaps still exist, and drive our collective work in local affiliates, at the national level and across partner organizations. Where available, the most current years' data was collected for each indicator and are detailed in the notes below.

To deeply understand disparities across equality index outcomes, we use data from the Urban League's National Equality Index™, Robin Hood & Columbia University's Poverty Tracker and Early Child Childhood Poverty Tracker and key New York City statistics. These data sources provide a comprehensive and longitudinal look at disparate outcomes, contributing factors, and solutions. Urban League's National Equality Index™ is a quantitative tool for tracking racial equality in America. The index uses nationally representative statistics to calculate a sub-index that captures how well African Americans and Latinos are doing relative to whites across the six equality index categories above.

Robin Hood and Columbia University's Poverty and Early Childhood Poverty Trackers are multi-year studies of poverty and disadvantage that follow the same households to understand its drivers and factors that can mitigate the impacts of these events.



Equality Index | Table 1



Economics 25%

Income, Earnings and Poverty	50%
Labor & Worker Class	20%
Housing & Transportation	30%



Education 20%

Quality	40%
Scores	15%
Educational Attainment	35%
Student Risk Factors	10%



Civic Engagement 10%

Democratic Process	60%
Volunteerism & Other	40%



Social (Criminal) Justice 10%

Victimization	20%
Equality before the law	80%



Digital Divide 15%

Digital Skills & Occupations	35%
Digital Access	35%
Digital Policy	30%



Health 20%

Maternal, Infant, and Child Health Issues	30%
Disease & Deaths	50%
Substance Abuse & Mental Health-Related Indicators	20%

By utilizing these data, we better understand the impact of citywide policies and resource distribution on Black New Yorkers' overall quality of life. Key findings help us prioritize and strategically focus our work on efforts that will close the Black-white gap across the city of New York while measuring our progress against other major metropolitan cities. **It is our hope that this report is also used by private citizens, businesses, policymakers, non-profits, local, city, and state governments to drive implementation of policies, prioritization, and allocation of resources where Black New Yorkers need those most.**

Partners

The logo for Robin Hood, featuring the name "ROBIN HOOD" in a bold, green, sans-serif font. A small silhouette of Robin Hood in a blue color is positioned between the words.The cover of the report "The State of Poverty and Disadvantage in New York City". It has a dark blue background with a pattern of overlapping circles in various shades of blue, orange, and green. The title is written in white, sans-serif capital letters.

THE STATE OF
**POVERTY AND
DISADVANTAGE**
IN NEW YORK CITY

The cover of the report "Early Childhood Poverty Tracker". It has a dark blue background with a pattern of white silhouettes of children and adults. The title is written in white, sans-serif capital letters.

EARLY CHILDHOOD
**POVERTY
TRACKER**

Robin Hood

Launched in 2012, Robin Hood and Columbia University's Poverty Tracker is a groundbreaking study of disadvantage in New York City. Unlike typical surveys of poverty that take an annual snapshot, the Poverty Tracker checks in with the same 4,000 households quarter after quarter for several years. This approach provides a dynamic view of poverty over time.

Early Childhood Poverty Tracker

Building off the work of the Poverty Tracker, the Early Childhood Poverty Tracker (ECPT) is a multi-year study of poverty and disadvantage that checks in quarter after quarter with the same 1,500 New York City households with young children ages zero to three.

By providing in-depth information about experiences and circumstances during the critical early years of life, the Early Childhood Poverty Tracker helps us better understand how poverty and economic insecurity affect learning, health and development over time.

The Intersection of this work



Health Education Economics
Digital Divide Civic Engagement
Social (Criminal) Justice

Poverty

The New York Urban League (NYUL)

The New York Urban League is committed to highlighting the issues, advocating for policies, building plans, and driving action to help close the gaps for all New Yorkers. We know that African Americans are disproportionately impacted by policies and practices that prohibit full access to quality education, healthcare, technology and high-wage jobs.

The State of Black New York report infuses key insights from the Robin Hood and Columbia University's Poverty Tracker and the Early Childhood Poverty Tracker to show the interconnectedness of poverty to not just economic wellbeing, but also physical and mental health and the digital divide.

Key facts from the Robin Hood & Columbia University poverty tracker & early childhood poverty tracker

In 2018, **nearly ONE IN FOUR Black adults in New York City lived in poverty*** compared to **roughly ONE IN TEN white adults**. CHILDREN of color and women in New York City were disproportionately likely to be living in poverty.

The poverty rate for young Black children (ages 0 to 3) in New York City **is nearly TWICE that of white children**

Between 2015 and 2018, **66% of Black vs 33% of white adult New Yorkers experienced material hardship** for at least one year because they could not afford basic necessities like housing, heat, food, and medical care.

More than half of New York's Black children (ages 0-3) live in households in income poverty, material hardship, or with a parent who has a serious health problem (Early Childhood Poverty Tracker, 2019).

Black New Yorkers, on average, have fewer assets and fewer years of formal education than white New Yorkers, which means that they are **more likely to fall into poverty and hardship following common life events**, like ending a relationship, losing a job, or having a child.

*The poverty threshold in 2018 was approximately \$17,000 for a single adult and \$30,000 for an adult with two children.

The State of Racial Inequality in **New York City**

For a century, the New York Urban League has inspired, influenced and ignited over one million Black people to achieve their highest aspirations and enabled African Americans and other underserved communities to secure a first-class education, economic self-reliance, and equal respect of their civil rights through programs, services, and advocacy.

But we can't do this work alone. We are confident that the results of this report will not only highlight where Black-white equality gaps are widespread but also:

- Communicate the work the New York Urban League has done and will continue doing to drive racial equality
- Provide a set of policy and programmatic strategies that allow us to strengthen, scale, and sustain existing partnerships while also developing new ones to address challenges that plague African American communities across all of New York City.

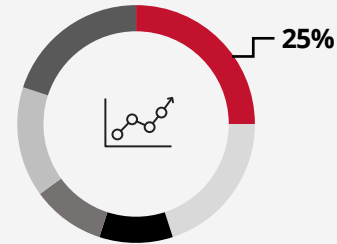
While the focus of this work is on Black New York, we know that similar inequalities exist in Latino communities. We hope that the impact of this work will not only serve as a framework for understanding disparities in Latino communities, but our work will also help to mitigate adverse factors in those communities as well. We worked hard to ensure recommended strategies in this work are replicable, scalable and sustainable across the state of New York, other states and communities.

The State of Black New York

Economics



Economics



Income, Earning, & Poverty **50%**

Labor & Worker Class **20%**

Housing & Transportation **30%**

Despite New York City being symbolic of diversity, freedom, and opportunity, it is one of the most racially segregated cities in the U.S., and the reality of achieving the dream for low- and middle-class families of color diminishes daily **as housing costs increase and income remains stagnant and/or declines.**

Over the past decade, income levels for families of color have fallen. Almost 50% of New Yorkers lack sufficient income to meet basic family needs, and 50% of job growth since 2010 has been in industries with average annual wages under \$40,000.

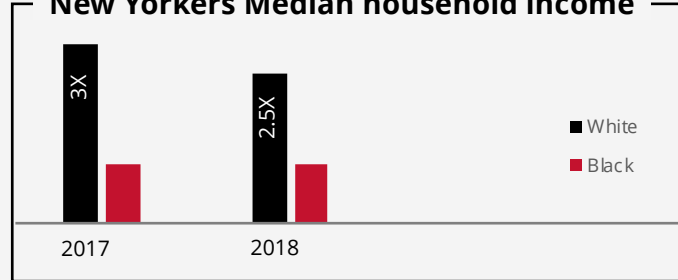
According to the Robin Hood and Columbia University's Poverty Tracker, **59% of Black New Yorkers have lived in poverty for at least one of the past 4 years and 35% of adult New Yorkers who exit poverty fall back into poverty the following year.**

Economic advancement can't be achieved while so many people of color hover around the poverty line.

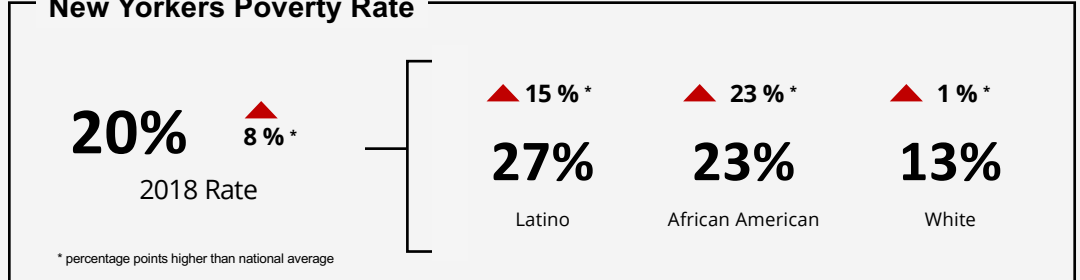
Key findings

● White ● Black

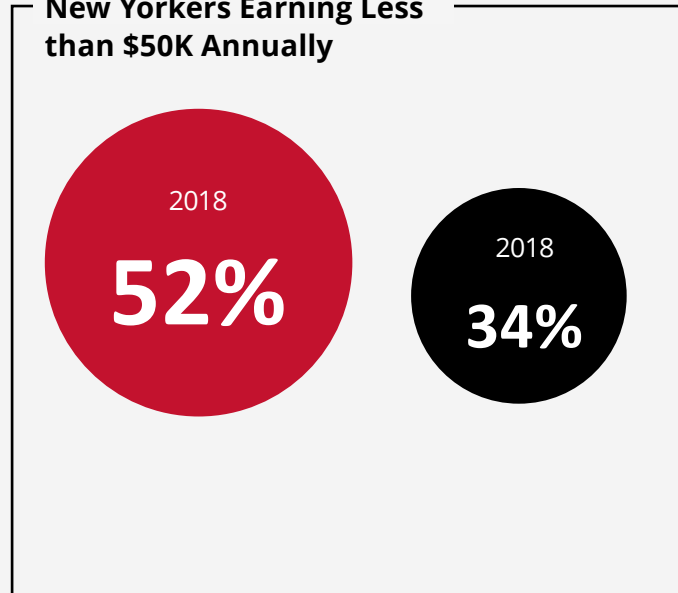
New Yorkers Median household income



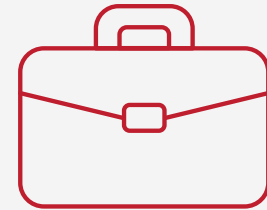
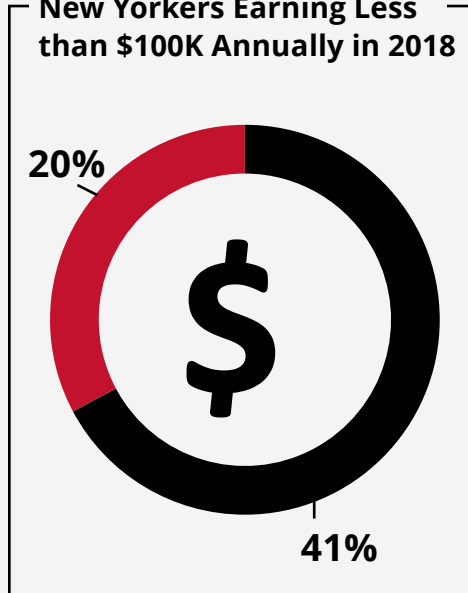
New Yorkers Poverty Rate



New Yorkers Earning Less than \$50K Annually



New Yorkers Earning Less than \$100K Annually in 2018



2X As many **white** entrepreneurs than **black ones**

Tensions

When examining Housing and Transportation, the average household size (renter-occupied units), grandparents responsible for grandchildren and car ownership are relatively the same for Blacks and whites. However when we look at home ownership, **white New Yorkers' homeownership rate is 12 percentage points higher than Black New Yorkers, and white New Yorkers' homes are valued (median) at almost three times the value of African Americans.**

While there was a 25% decrease in median household income, unemployment rate indicator improved from 46% to 51%, and labor force participation improved from 56% to 88% between white and Black New Yorkers from 2017 to 2018, the unemployment rate for African Americans was still 2Xs that of white New Yorkers. **Additionally, despite the decrease in Black-white unemployment and increase in workforce participation, half of New York City adults still lived below 200% of the poverty threshold in 2018 (Poverty Tracker, 2020).**

In 2018, government programs such as housing subsidies (e.g., government) and rent regulations reduced poverty rates by five percentage points. Cash transfers (e.g., disability, unemployment, Temporary Assistance to Needy Families/TANF) and tax credits (e.g., earned income, child) reduced poverty rates by four and three percentage points, respectively (Poverty Tracker, 2020).

Despite reduction in the Black-white median household income gap and the fact that government programs reduce poverty substantially, the Poverty Tracker (2020) finds that many New Yorkers experienced material hardship in 2018 (e.g., food, housing, bills, medical care, and general financial hardships) and struggled to make ends meet. **While material hardships fell six percentage points from 36 to 30 from 2012 to 2018, 34% of households with children, 39% of Black, and 43% of Latino New Yorkers still experienced a material hardship in 2018. Over the four-year period, 66% of Black (non-Latino) and 71% of Latino New Yorkers experienced a material hardship.**

Figure 2. Economics

Citizen Map to Urban League Goal, Key Initiatives, Recommendations & Future Work

Urban League Goal

Every New Yorker has access to jobs with a living wage and good benefits and lives in safe, decent, affordable, and energy-efficient housing on fair terms

Existing NYUL initiatives

- Career & Employment Services
- Partnership with Google
- Careers in Healthcare with 1199-SEIU

Racial Inequality Contributions

- Low wages
- Lack of access to high-wage and career growth opportunities
- Poverty & Material Hardships Drivers
 - Loss of job
 - Major change in relationship status
 - Medical emergency
 - Having additional children
- Material Hardship is defined as not having enough money to meet routine expenses (e.g., food, utility payments, medical care, etc.) (Poverty Tracker, 2020)

Impact

- 39% of Black New Yorkers experienced a material hardship in 2018
- Blacks own 2.1% of businesses in NYC and employ only 1.9% Black employees
- The wage gap is preventing Blacks from realizing the American Dream

Recommendations & Future Work

- Call to Corporations to Have Staffing Reflect the Communities They Serve
- Call to Government and Banks to Invest in Entrepreneurship
- Call to Tech Companies to Come Together Under NYUL Auspices to Develop Middle/High School and College Level strategy to Close Digital Divide
- Call to Government and Banks to invest in Affordable Housing

How is the **New York Urban League** addressing economic inequality?

Recommendations & Future Work

Call to Corporations to Have Staffing Reflect the Communities They Serve (e.g. baseline double number of Blacks in their ranks and specifically in their leadership)

NYUL Response: Creation of Digitized Talent Pipeline (Database of Black talent based on our Young Professionals as well as Board Members and Donors)

NYUL Response: Partnership with Recruitment Firm to help place Young Professionals and others in Corporate America

NYUL Response: Creation of Diversity and Inclusion Lab where Corporate Diversity Officers can exchange best practices and access the Digitized Pipeline

Call to Government and Banks to Invest in Entrepreneurship

NYUL Response: Partnership with New York Small Business Services *BE NYC: Advancing Black Entrepreneurs in NYC* in its launch of tailored programs (e.g., certification, access to capital) that help Black entrepreneurs start and grow businesses

Call to Tech Companies to Come Together Under NYUL Auspices to Develop Middle/High School and College Level Strategy to Close Digital Divide

NYUL Response: Partnership with Companies to close the Digital Divide by increasing access and empowered use of technology:

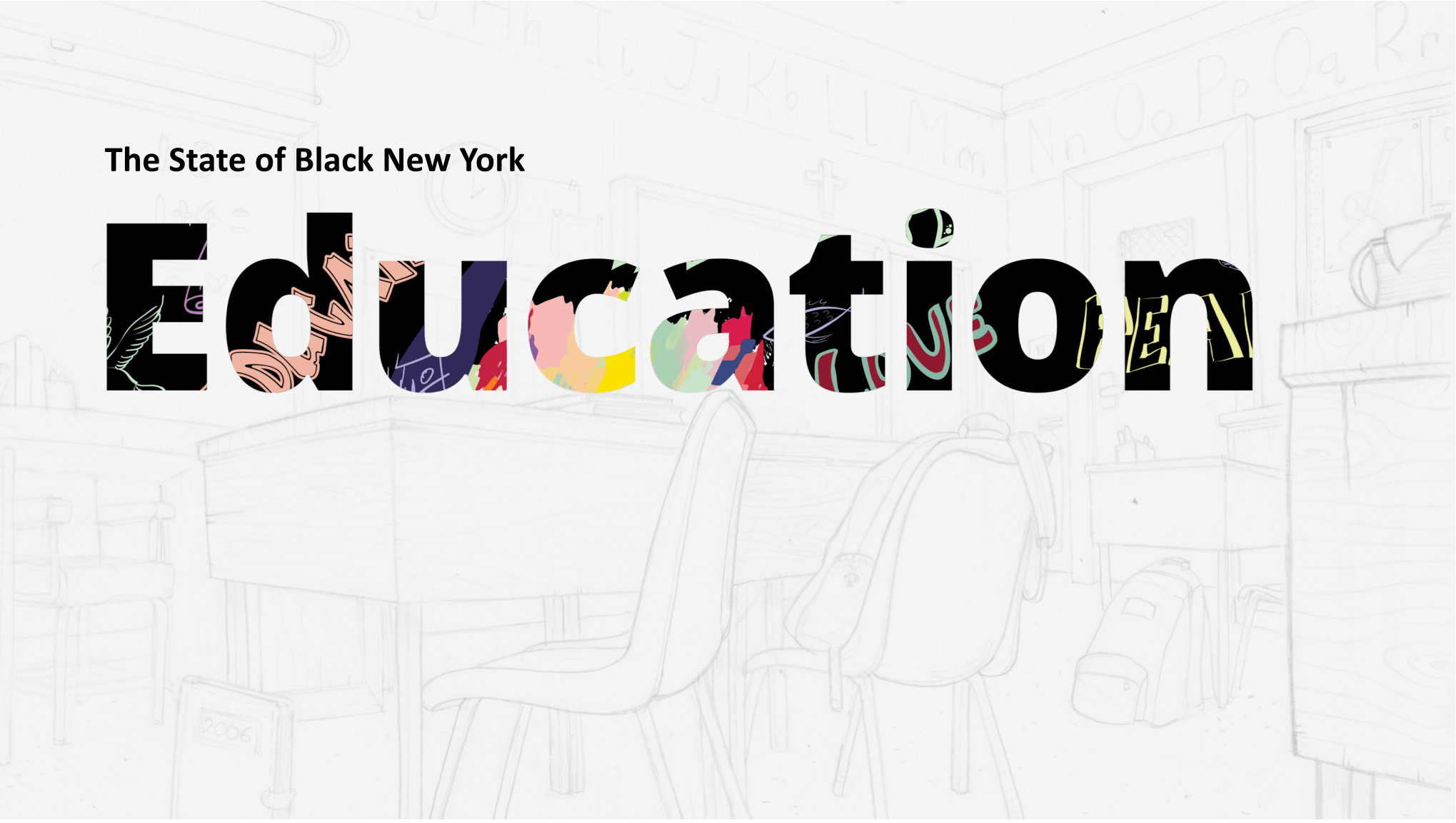
- Access – expand access to high-speed internet
- Empowered Use – expand learning opportunities in NYUL middle/high school and college programming that deepens academic understanding, problem-solving and critical thinking skills while also improving digital literacy, workforce skills development, and access to jobs and services such as healthcare and housing

Call to Government and Banks to Invest in Affordable Housing

NYUL Response: Partnership with the City of New York and local housing advocates to ensure equitable implementation of the city's *Housing New York* plan to scale quality affordable housing, strengthen rent regulations and create neighborhood wealth by expanding and connecting residents to quality workforce and job-training opportunities.

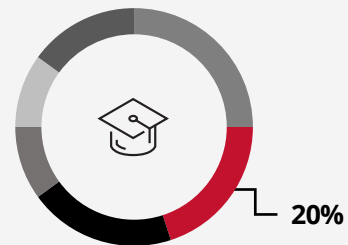
The State of Black New York

Education





Education



College graduates are less likely to fall into poverty after experiencing an economic and personal hardship such as a loss of job or having a child (Poverty Tracker, 2020). Studies have shown that when low-income Black and Latino students have access to rigorous curriculum and instruction, they are more likely to graduate, go to and complete college on time.

Still, most low-income Black and Latino students across New York City still lack access to highly effective teachers, quality early childhood programming, Advanced Placement (AP), International Baccalaureate (IB), early college and other rigorous courses. The Early Childhood Poverty Tracker study found that today 61% of Black children between the ages of 0-3 live in a poor neighborhood, and studies have shown that neighborhood economic status is related to economic mobility and access to educational opportunities.

Education is proven pathway out of poverty, and we must urgently pass policies and implement practices that improve the quality of our schools. In 2015, the New York Department of Education launched its Equity and Excellence for All program with a goal to provide every New York child with a rigorous, inspiring, and nurturing learning experience.

Key findings

● White Students ● Black Students

Black students are

2X

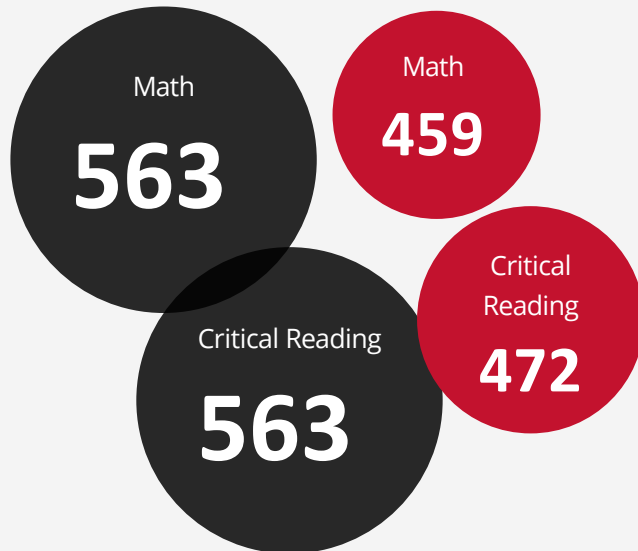
More likely to test
"Well Below Proficiency"
than their white classmates in
English language arts Grades 3-8

Black students are

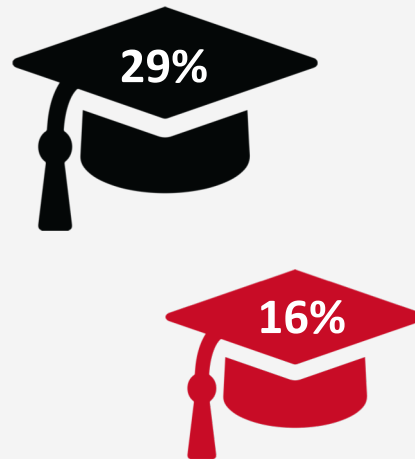
3X

More likely to test
"Well Below Proficiency"
than their white classmates
in Math Grades 3-8

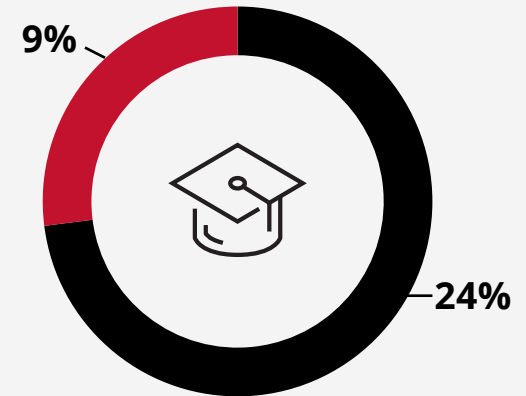
SAT Scores



Bachelor's Degree



Graduate Degree



Tensions

Despite tremendous investment and efforts, significant Black-white achievement gaps still exist across New York City schools. Students are not meeting 2nd grade literacy and early math benchmarks as evidenced by the high numbers of Black students performing at the “below” and “well below” proficiency levels on end of year state exams in ELA and state exams (see Figures 3 and 4).

Since implementing the Equity and Excellence for All plan, Black high school students are taking one or more AP exams, taught rigorous instructions in supportive environments by collaborative teachers with 3+ years of experience in elementary/middle and high school at close to the same rate as white students at the end of the 2019 school year. Four-year high school graduation rates improved, and drop-outs decreased across all ethnicities in 2019. The white high school graduation was 88.1% compared to 72.1% and 70.0% for Black and Latino students.

While graduation rates were at a record high, the four-year graduation rate for English-language learners is only 29%. **The number of Black and Latino students passing end of year assessments and earning advanced diplomas continue to be much lower than their white peers.** In the same year 50 and 35 percent of Asians and whites were awarded the Advanced Regents diploma, compared to only 8 and 12 percent for Black and Latino students.

During the same school year, AP exam results show the percentage of Black students passing their AP exams has declined despite there being higher numbers of participation. In 2018, Black students made up the smallest percentage of public-school students who passed one or more AP exam, by ethnicity, at 26 percent. In 2013, 29 percent of Black students passed their AP exams.

The SAT is used as a key indicator of college readiness; **Black students in NYC are scoring 17% lower on the SAT than white students** on reading and math. All of these factors impact life and opportunities post-high school.

English Language Arts

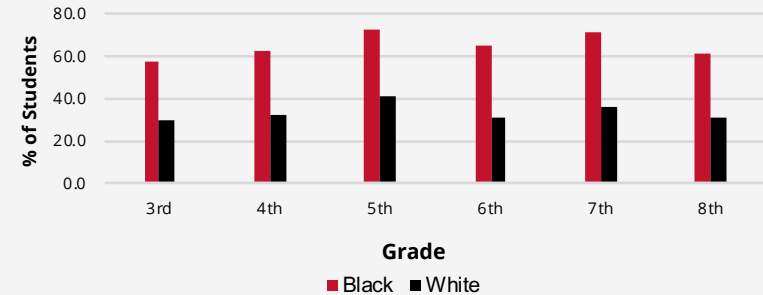


Figure 3. Percent of Students Performing at the “Below” and “Well Below” Proficiency Levels in ELA in 2019

Math

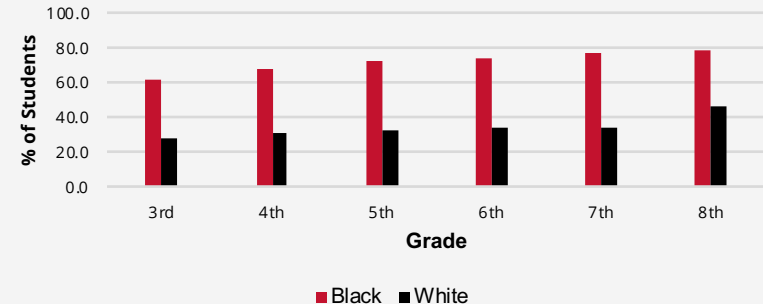


Figure 4. Percent of Students Performing at the “Below” and “Well Below” Proficiency Levels in Math in 2019

Figure 5. Education

Citizen Map to Urban League Goal, Key Initiatives, Recommendations & Future Work

<p>Urban League Goal</p> <p>Every child in New York is ready for college, work and life.</p>	<p>Existing NYUL initiatives</p> <ul style="list-style-type: none"> • In School - COMPASS Mentoring Program • Science, Technology, Engineering, Arts & Math (STEAM) <ul style="list-style-type: none"> • Code Next Program • Summer STEAM Program • Annual Historically Black Colleges & Universities Fair • Whitney M. Young, Jr. Scholarship Program • Education Bootcamp • Leadership Development (Young Professionals) 	<p>Racial Inequality Contributions</p> <ul style="list-style-type: none"> • Limited access to high-quality and rigorous curriculum and instruction • Low expectations • Tracking into low-level educational programs • Lack of culturally-relevant instructional and comprehensive student supports & services • Exclusionary discipline policies 	<p>Impact</p> <ul style="list-style-type: none"> • Low achievement on standardized tests across all grades (K-12) • Significant achievement gaps still exist • Low AP Test pass rate • Low completion of Regents Diploma • Limited post-secondary opportunities • Limited access to scholarships resulting in high loan usage • Limited access to high-wage industries • Debt-burden degrees 	<p>Recommendations & Future Work</p> <ul style="list-style-type: none"> • School, District & State Policy Advocacy • Increase AP Access and Enrollment • Increase Teacher & Leader Diversity • Ensure Equity in School Discipline Policies • Ensure Disaggregate Reporting of School Data
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How is the **New York Urban League** addressing inequality in education?

Recommendations & Future Work

Call to School, District and State Education Policy Committees to increase access to rigorous coursework, diversify teacher and leader pipelines, integrate equity into disciplinary and hiring practices, and ensure equitable reporting of student performance and resource usage data.

NYUL Response: Ensure Equity in School Discipline Policies

- Replace exclusionary discipline policies with Positive Behavioral Interventions and Supports (PBIS), Social-Emotional Learning (SEL) and Restorative Justice practices
- Provide quality professional development to teachers to improve their Cultural Competence and Responsiveness through identity and diversity reflection (e.g., anti-bias training)

NYUL Response: Ensure Disaggregate Reporting of School Data

- Ensure effectiveness and equity of policies, programs, and resource distribution by measuring outcomes across subgroups such as gender, race, socio-economic and disability status

NYUL Response: Increase AP Access and Enrollment

- Develop course maps and improve access and educational outcomes in earlier grades including early childhood that prepare students for advance coursework in later grades
- Ensure multiple entry points to advanced coursework for all students
- Eliminate selective enrollment criteria (e.g., admissions testing) that prohibit all students from accessing rigorous coursework
- Implement a comprehensive set of student and teacher supports that help all students succeed in advanced course
- Develop campaigns that increase awareness, access and participation in advance courses

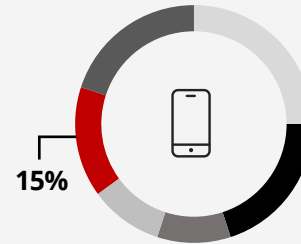
NYUL Response: Increase Teacher & Leader Diversity

- Establish, implement, and monitor annual educator diversity goals and plans
- Establish partnerships (e.g., HBCUs, Community Colleges) that build pathways to teaching
- Eliminate burdensome systems and policies to enable candidates to successfully access career pathways
- Ensure diversity practices guide recruitment, hiring and staffing practices
- Induct, develop, retain, and promote effective educators of color
- Ensure transparency, accountability, and research in talent practices

The State of Black New York

Digital Divide

Digital Divide



Digital Skills & Occupations **35%**

Digital Access **35%**

Digital Policy **30%**

Today, Black Americans are just as likely as whites to access the internet using mobile platforms. Seventy-three percent of Blacks use at least one social network. More Blacks (22%) use Twitter than whites (16%) and as a result “Black Twitter” has shifted the conversation about Black identity, issues and dramatically influenced trends and policies. **Even with the higher rates of internet access and social media engagement, this has not translated into more equitable economic and educational opportunities in STEAM for Blacks.**

To close the digital divide, we must challenge educational systems and corporate America to:

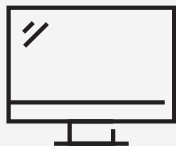
- Create pipeline solutions that improve technology and job access for all
- Provide STEAM education to our most promising especially poor Black and brown students
- Make capital available to small business development in technology.

Investments need to be made earlier in the pipeline so that children are taught and are proficient in math and problem solving at earlier ages. Additionally investments have to be made at the college level and beyond so that Blacks can access more jobs in the tech industry while also becoming creators and owners.

Key findings

● White ● Black

Computer in Home



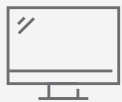
82%

White



58%

Black



57%

Latino

Broadband Usage



82%

White



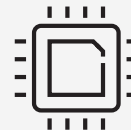
58%

Black



57%

Latino



In the Majority of
Tech Companies

< 5%

of the workforce
is black

Tensions

Access

In New York City, 40% of residents lack either mobile or home internet services and 18% lack both. Home broadband usage is lower in Black (66%) and Latino (61%) homes than whites (79%). Free Press Research found that only 54% of households with less than \$20K in income have internet in the home. For many Black (23%) and Latino (25%) families, they can ONLY access the internet via smartphones.

With the exception of lower Manhattan, many neighborhoods, especially Brooklyn and Queens lack the infrastructure (e.g., utility poles, accessible conduits) to bring broadband internet into more homes. Other systemic barriers include costs, credit checks and limited public access to technology and internet such as in schools, libraries and the workplace.

Employment

African Americans make up 7% of the technology workforce across the country and only 3% of the total Silicon Valley workforce. **While Blacks, have contributed to tech development, are early adopters and avid users of technology and social media, this is not translating into jobs for African Americans.** Among 8 of the largest U.S. tech companies, the portion of Black workers in technical jobs rose to 3.1 percent in 2017 from 2.5 percent in 2014, according to data compiled by Bloomberg News.

Since 2008, high-tech jobs are the fastest growing job market and the highest paid but often times are not reflective of the diverse communities in which they are growing. New York City saw a 21% increase in STEM jobs from 2010 to 2015, according to the most recent data from the state Department of Labor. Despite the growth, Black workers made up only 6.5 percent of the STEM workforce in the entire state in 2015, a decrease from the 7% recorded in 2012.

Black and Latinx women are the fastest growing group of entrepreneurs in the U.S., creating 80% of the new women-led small businesses since 2007, but are grossly under-represented in high-tech companies' workforce and overall investment. In 2018, only 8% of tech-focused incubators targeted minority business owners.

Figure 6. Digital Divide

Citizen Map to Urban League Goal, Key Initiatives, Recommendations & Future Work

<p>Urban League Goal</p> <p>Every New Yorker can equitably access the new job, business and educational opportunities created by increased digitization of our world</p>	<p>Existing NYUL initiatives</p> <ul style="list-style-type: none"> • Career & Employment Services • Partnership with Google • Careers in Healthcare with 1199-SEIU • Communities of Color Nonprofit Stabilization Fund • Leadership Development (Young Professionals) • Science, Technology, Engineering, Arts & Math (STEAM) <ul style="list-style-type: none"> • Code Next Program • Summer STEAM Program • Diversity Lab 	<p>Racial Inequality Contributions</p> <ul style="list-style-type: none"> • Lack of access to early and quality STEM education • Roughly 8 in 10 Caucasian household (82%) have a computer in home compared to 58% of Blacks and 57% of Latinos • Home broadband usage is also lower 66% and 61% of Blacks and Latinos, respectively compared to 79% of whites • In the majority of tech companies, less than 5% of the workforce is Black • Lack of access to business development capital and resources 	<p>Impact</p> <ul style="list-style-type: none"> • Lower rates of achievement in STEM • Lower rates of college enrollment in STEM majors • The lack of access to tech infrastructure and education lead to Blacks not being competitive for high-paying tech jobs • Fewer minority-owned businesses (both tech and non-tech) • Further creation of digital platforms and content that are not culturally-relevant and appropriate 	<p>Recommendations & Future Work</p> <p>Call to Governments and Tech Companies to:</p> <ul style="list-style-type: none"> • Expand access to affordable, high-speed internet services • Come Together Under NYUL Auspices to Develop Middle/High School and College Level Strategy to Close Digital Divide • Expand empowered use of high-speed internet and technology to increase job-readiness, entrepreneurship, and capital
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How is the **New York Urban League** addressing digital inequality?

Recommendations & Future Work

Expanding access to affordable, high-speed internet services

NYUL Response: Partnership with Government and Tech Companies to close the Digital Divide by increasing access to affordable, high-speed internet services.

- Expand the use of public infrastructure and partnerships with internet servicers to expand low- to no-cost high-speed internet service programs
- Expand access to high-quality digital resources by making computers and devices accessible to all regardless of membership or association (e.g., libraries, schools, community-based organizations)

Coming Together Under NYUL Auspices to Develop Middle/High School and College Level Strategy to Close Digital Divide

NYUL Response: Partnership with Companies to close the Digital Divide by increasing access and empowered use of technology.

- Expand access to affordable and high-speed internet services and learning opportunities in NYUL middle/high school and college programming that deepens academic understanding and outcomes, problem-solving and critical thinking skills while also improving digital literacy, workforce skills development, and access to jobs and services such as healthcare and housing

Expanding empowered use of high-speed internet and technology to increase job-readiness, entrepreneurship, and access to capital

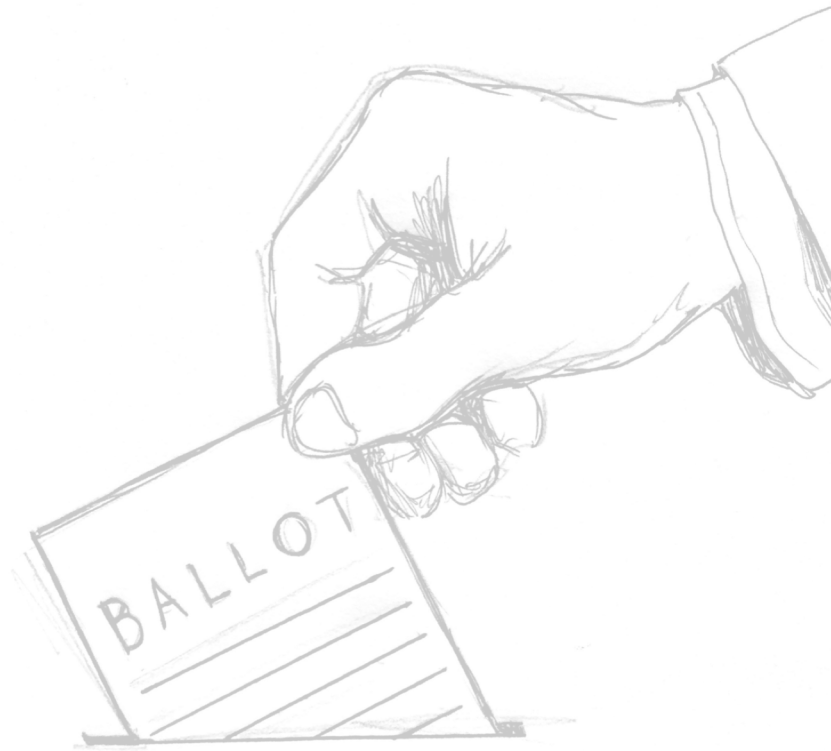
NYUL Response: Partnership with Government and Tech Companies to close the Digital Divide by implementing quality and effective programming that drives the empowered use of internet and technology.

- Expand access to web-based job training, certifications and networks that increase digital literacy, job-readiness and employment in high-wage and tech industries
- Enhance access to robust programming and support for entrepreneurs to improve their use of technology to support growth and profitability through improved operations, strong supply chain management and broader customer reach
- Expand the number of tech-focused incubators investing in minority-owned businesses

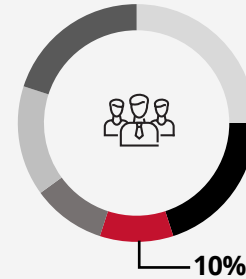
The State of Black New York

civic Engagement

A faint, light gray background illustration of a hand holding a ballot. The hand is positioned at the top, with fingers curled around the top edge of a rectangular ballot. The ballot is tilted slightly to the right and features the word "BALLOT" in a large, sans-serif font at the top, followed by several horizontal lines for marking. The overall style is sketchy and artistic.



Civic Engagement



People of color's right to vote is just as critical today as it was more than 50 years ago. Our elected officials determine the policies and resource allocation in our communities, and it is critical that we have partners who understand and will fight for racial equality.

According to some estimates, **the Black voting rate matched or exceeded the white voting rate for the first time in American history in 2008 with the election of President Barack Obama.** Almost immediately in direct response to these historic moments, racially-motivated legislation was enacted to suppress the vote of people of color, especially African Americans. This not only included state and local policies such as purging of rosters and strict ID requirements, but also included removal of a key provision of the Voting Rights Act by the Supreme Court in 2013 that required states to get federal approval when amending state voting laws.

Now more than ever, we must encourage participation in elections and Census. The outcomes of the 2020 election cycle in New York stand to influence the state's redistricting process following the 2020 census. In 2021, there will be 35 seats up for election on the New York City Council. The census deems Brooklyn a 'hard to count county' and is at risk of undercounting Black residents.

African Americans' right to vote and to be counted are under attack, and we must do all we can to ensure every Black New Yorker's right is protected.

Key findings

● White ● Black

Voter Eligibility

2.5 Million

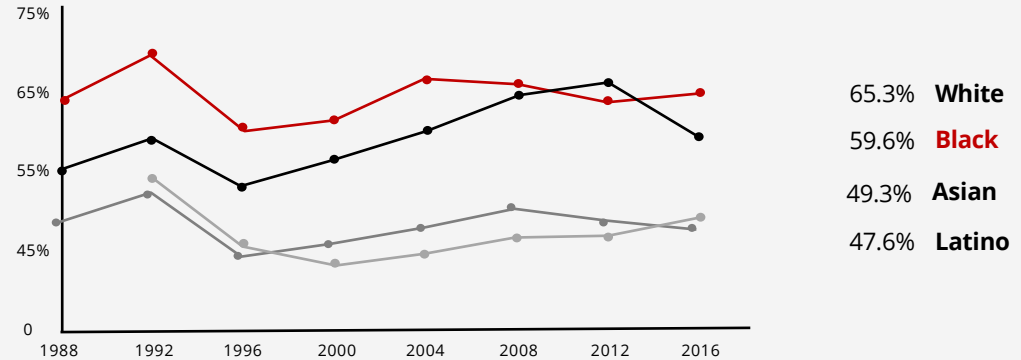
White



1.4 Million

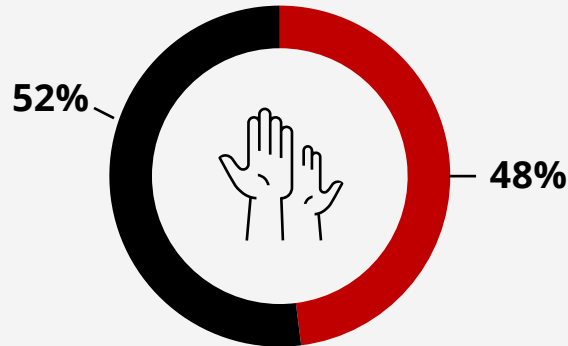
Black

National Black Voter Turnout



Black American turnout dropped 5 percentage points in the 2016 presidential election after trending up since 1996. * % of eligible voters who say they voted

Registered Voters



The NYC Digital Divide

1/3

Is putting 1/3 of **Blacks and Latinos** at risk for **Undercounting** during the 2020 Census

Tensions

Census

According to the Census Bureau, the goal of the Census is to count every person who lives in the United States, “once, only once, and in the right place.” The U.S. Census is more than just a head count – it determines how our legislative districts are drawn, voting power in our communities, and how \$675 billion in federal dollars will be allocated and invested in every state over the next 10 years.

New York remains home to the nation's largest Black population. The census recorded almost 2.2 million Black residents, yet we are at risk of not being counted. For example, Brooklyn is the hardest to count county in all of New York State, with **over 80% of Brooklynites living in hard-to-count neighborhoods. Brooklyn is also home to nearly half of the 500 census tracts in New York state most at-risk of an undercount.**

Moreover, in the 2010 Census, 33% of Brooklyn households did not mail back their census forms—the lowest mail return rate in the country among counties that have populations greater than 500,000.

Census 2020 will be the first to be conducted primarily online. **While this new approach aims to lower costs and leverage technology, it will further exacerbate undercounting due to the large digital divide where nearly 1/3 of Black and Latino New Yorkers lack access to broadband internet at home.**

Getting counted in “the right place” is important because it determines where billions of dollars in federal funds for housing, education, transportation, and healthcare are allocated. **When communities of color are undercounted in the Census, the voting power in their legislative district weakens.** Communities with larger populations have more power, and depending on the racial and economic makeup of that community – issues impacting Black and Brown Americans may be overlooked by elected officials, including state representatives, members of Congress, and federal judges.

Voting

According to a March 2020 BET/CBS News National study, **only 60% of African Americans are planning to vote.** This breaks down to 64% of women and only 55% of men. This reflects the urgent need of the community to partner with local programs to help drive engagement with this crucial voting block.

The outcomes of the 2020 election will have national implications for Black Americans. **Although New York has historically and will likely continue to be a “Blue State,” Black voter turnout is critical to advancing needed equality initiatives at the local, state and federal levels.**

NY has adopted a new forced ranking voting system for local elections. There has been a bipartisan call for strong voter education in how to use these new ballots to help reduce confusion. New York City does not currently offer early voting nor automatic absentee ballot eligibility. **Decades of partisan gerrymandering does not guarantee equal representation.**

Lastly, the Black vote is not simply to be given away. Each national candidate must have a platform to help advance the Black agenda. **The NYUL is committed to working with partners that are interested in the full participation of Black voters and pushing for adequate action on the issues most important to us.**

Figure 7. Civic Engagement

Citizen Map to Urban League Goal, Key Initiatives, Recommendations & Future Work

Urban League Goal

Every New Yorker has an equal right and responsibility to fully participate in our democracy and civic processes

Existing NYUL initiatives

- 2020 Census Advocacy - Lead campaign and efforts to ensure “Everyone is Counted”, monitor the process to ensure equitable access to participation, reporting and use of data to inform resource distribution and redistricting
- Vote Engagement - Lead campaigns and efforts to increase African American voting participation
- Young Professionals - The New York Urban League Young Professionals (NYULYP) was created to promote and support the mission of the New York Urban League by training the next generation of civic and business leaders through volunteer opportunities, personal and professional development. Each year their Civics and Economics Committee hosts a State of Young Black New York conference that focuses on political and civic engagement.

Racial Inequality Contributions

- More whites eligible to vote compared to Blacks (2.5 million vs. 1.4 million)
- Less than half of Blacks (48%) are registered to vote compared to 52% of whites
- For the census, Brooklyn has been one of the hardest to count counties in New York
- Census 2020 will be conducted primarily online

Impact

- Nationally, there was a 9 point drop in voter turnout in the 2016 election.
- 33% of Brooklyn residents mailed back census forms in 2010
- Only 60% of African Americans are planning to vote. This breaks down to 64% of women and only 55% of men.
- Digital Divide will further exacerbate undercounting with digital census in lieu of paper

Recommendations & Future Work

Rank Choice Voting - The implementation of Rank Choice Voting will require widescale community education

Voting 2020 - Increase voter engagement to ensure full participation

Education Policy Advocacy - expand high-quality and culturally-relevant civics instruction in schools

Youth 2020 - Integrate civic engagement opportunities for youth in NYUL signature and partner programs

How is the New York Urban League inequality in Civic Engagement?

Recommendations & Future Work

Rank Choice Voting 2020

NYUL Response: Educate voters on the process of Rank Choice Voting and how to properly complete their ballots to ensure that their vote counts. Ranked-choice voting system is an [electoral system](#) in which voters rank candidates by preference on their ballots.

- Advocate for and ensure paper forms are sent to communities with little to no access to broadband internet and technology
- Support expansion of digital resources (e.g., kiosks, iPads, laptops) and Rank Choice Voting support across New York City (e.g., libraries, health clinics, schools, places of worship) including NYUL offices and programs
- Enlist Rank Choice Voting volunteers to act as enumerators or translators to effectively engage communities of color to ensure accurate participation

Education Policy Advocacy

NYUL Response: Advocate for high-quality civics instruction in schools and more culturally-relevant content that allow students to understand the challenges, identify and implement solution to civic engagement for people of color.

Youth 2020

NYUL Response: Integrate civic engagement opportunities for youth in NYUL signature and partner programs

Voting 2020

NYUL Response: Increase voter engagement to ensure full participation

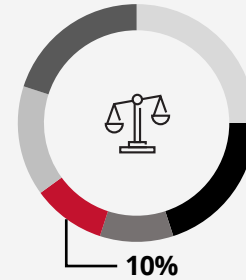
- Launch marketing campaign to educate communities on new forced voting ranking system and to increase voter turnout
- Engage in an aggressive voter outreach and mobilization efforts to inform, register and ensure voter participation in upcoming local, state, and federal elections
- Advocate for early voting and automatic absentee ballot eligibility

The State of Black New York

Social Justice



Social (Criminal) Justice



The New York Criminal Justice System has a proven record of targeting Black youth and young adults, especially males, and moving them into the unrelenting jaws of its system.

Once they are in, their lives are generally never the same. The impact of the aggressive and excessive discipline in the schools, coupled with an unforgiving, racial and economically-biased system hinders our youth and young adults from advanced education, access and employment opportunities.

Over-policing disproportionately impact the quality of life for poor Black and brown communities. It moves Black males into financial hardship and often poverty. There tend to be higher rates of transient populations, single parent households and few employment opportunities available post-release lead many back to prison. Financial insecurities also lands people in jail when they can't afford fines and bails. Neighborhoods with high poverty rates have been targets for unfounded and aggressive policing, and according to the Early Childhood Poverty Tracker, 61% of young Black and Latino children (ages 0 to 3) live in poor neighborhoods.

The New York Urban League is committed to addressing the needs of our youth BEFORE they get into the system and advocating for criminal justice policies that are fair and just, reduce mass incarceration while also rehabilitating and supporting productive reentry into society. We will work to ensure the system sees Blacks as full, whole and contributing citizens.

Key Findings

The social justice index begins with the juvenile justice system and its high rates of inclusion of Black youth. **Black youths make up 63% of the detention admission for the justice system.** This entry reveals how young African American children are pushed into the system. Once there, the lack of rehabilitation makes African American youth vulnerable to a life in the criminal justice system. This robs them of their ability to access educational and job opportunities, quality healthcare, the right to vote and to create and maintain a family.

Black students, 26% of the student body, account for about 60% of those arrested and more than 50% of those who are issued a summons. Black students also account for nearly half of all suspensions, which increases the likelihood of dropping out by more than 15%, according to the Popular Democracy-Urban Youth report. **On average, Black youth are three times more likely to be arrested for something after suspected than a white person** and to have a juvenile felony or misdemeanor (40%) when compared to white peers (15%).

New York City is notorious for over-policing neighborhoods with the highest concentration of people of color. Starting with the War on Drugs in the 80s, "stop-and-frisk" and broken window policing in the 90s, these policies all led to significant disparities in suspects, arrests, prosecutions, convictions and incarceration of low-income Black and Brown men. **By 1992, African Americans and Latinos made up 92% of the New York prison population.**

While New York City has implemented an aggressive plan to reduce over policing and mass incarceration, **the rate of incarceration for technical parole violations (12X) and being suspected of a crime (8X) for Blacks in New York City are still disproportionately higher than the rates for whites.**

African American

Youth Detainment



21X

More likely to be detained as a minor than a white person

Youth Convictions



3X

More likely to have a juvenile felony or misdemeanor than a white person

Stop-and-frisk



7X

More likely to be stopped, questioned and reached without reasonable cause

Prison Time



7X

More likely to get prison time sentenced than a white person

Tensions

The war on drugs further opened the door to a system of injustice. While drug use is equal amongst Black and white people, sentencing is different. According to the American Bar Association, **African Americans make up 13% of the U.S. population and 14% of monthly drug users but comprise 34% of individuals arrested for and more than half (53%) of individuals imprisoned for drug-related offenses.** In other words, Black drug users are four times more likely to end up in prison than white drug users.

Despite the decriminalization of marijuana across the country, Blacks including Black youth across New York City are 8 times more likely than whites to be arrested for marijuana possession. **In Manhattan, Blacks are 15 times more likely than whites to be arrested.** White New Yorkers make up 45% of the city population but less than 15% of the city's marijuana arrests.

Over-policing has had profound negative impacts on Black New Yorkers.

When compared to whites, Blacks are more likely to be suspected of misdemeanors and related offenses. Blacks are 11 times more likely to be suspected of murder, 14 times more likely to be suspected of robbery and up to 25 times more likely to be suspected of shootings.

Data show that when New York City was implementing its **stop-and-frisk policy**, whites generally made up only about 10 percent of such stops, despite making up about 45 percent of the city. **Blacks and Latinos made up more than 80 percent of the stops, despite making up just over half the city population.** Consistently, between 85 and 90 percent of such stops produced no arrest, citation or evidence of criminal activity. Fewer than 1 percent of stops produced a gun, the alleged reason for the policy.

Mass incarceration, over-policing, and criminal injustice systems lead to serious hardship when money bails, arrests and/or convictions result in the loss of basic necessities including income, shelter and public benefits. Many categories of criminal convictions trigger ineligibility for public housing, educational financial aid, voting, employment and other public services that most Black New Yorkers need, especially post-conviction.

These systems continue to exacerbate the emotional, psychological, social and economic impacts of living in poverty. Students continue to be more likely to struggle in school. Poor Black and brown communities further retreat from civic engagement, fall further into poverty and/or homelessness, and experience anxiety and depression at higher rates.

Figure 7. Social (Criminal) Justice

Citizen Map to Urban League Goal, Key Initiatives, Recommendations & Future Work

<p>Urban League Goal</p> <p>Every New Yorker has a right to justice and fairness</p>	<p>Existing NYUL initiatives</p> <ul style="list-style-type: none"> • Arva Rice, NYUL CEO serving as Strategic Advisor in New York State's Police Reform and Reinvention Collaborative ordered in Executive Order 203 • Project Empower • Science, Technology, Engineering, Arts & Math (STEAM) <ul style="list-style-type: none"> • Code Next Program • Summer STEAM Camp • Education Boot Camp 	<p>Racial Inequality Contributions</p> <ul style="list-style-type: none"> • School to Prison Pipeline • Racially-biased law enforcement • High rates of poverty and a need to care for one's survival 	<p>Impact</p> <ul style="list-style-type: none"> • 3X higher on average for being arrested for something after suspected than white person • 3X times more likely to have a juvenile felony or misdemeanor 15% vs 40% • 21X more likely to be detained as a minor • Approximately 7X more likely to get prison time sentenced • Loss of housing or employment based on aggressive policing 	<p>Recommendations & Future Work</p> <p>Juvenile Justice Task Force</p> <ul style="list-style-type: none"> • Work to ensure proper implementation and oversight of New York State "Say Their Name" Police Reform Legislation • Specialized Juvenile Detention Centers • Pardon for non-violent crime committed at ages 16 and 17 • Seal Records Request Eligibility after living 10-years crime free <p>Criminal Justice Reform</p> <ul style="list-style-type: none"> • Speedy Trials • Bail Reform • Parole Reform • Reduce Mass Incarceration
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How is the **New York Urban League** addressing Social (Criminal) Justice inequality?

Recommendations & Future Work

NYUL Response: Advocate and ensure implementation of policies and practices that ensure fairness and equal justice under the law, support the positive rehabilitation and reentry of those who have committed a crime, reduce mass incarceration, prevent recidivism while holding individuals accountable.

Juvenile Justice Task Force

- Place young people in specialized juvenile detention centers certified by the State Office of Children and Family Services, in conjunction with the State Commission of Correction
- Pardon New Yorkers convicted of non-violent crimes at ages 16 and 17 to alleviate barriers of criminal conviction
- Seal Record Request eligibility to folks with criminal convictions who have remained crime-free for 10 years.

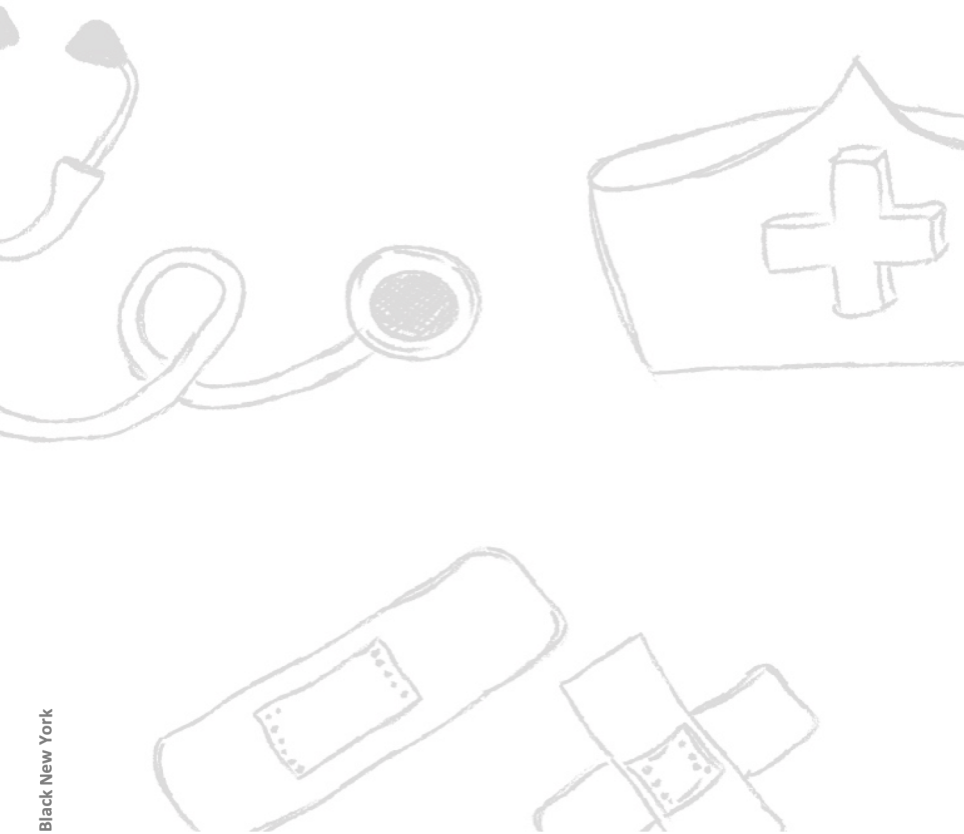
Criminal Justice Reform

- Ensure everyone has access to a speedy trial by reducing delays through increased accountability
- Eliminate cash bail and incarceration for misdemeanors and non-violent offenses dramatically reducing numbers held in jail pre-trial
- Reduce mass incarceration and improve jail systems by replacing larger facilities like Riker's Islands with smaller single-gender facilities with quality job training, education, reentry, mental and medical health services
- Parole Reforms
 - Require prompt judicial review of parole warrant
 - Place caps on revocation sanctions
 - Incentivize parole compliance by shortening supervision based on good behavior

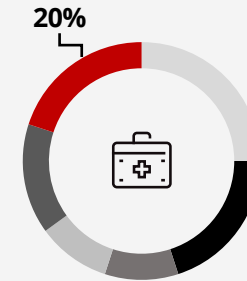
The State of Black New York

Health





Health



Maternal, Infant, and Child Health Issues	30%
Disease & Deaths	50%
Substance Abuse & Mental Health-Related Indicators	20%

Poor health creates financial burdens beyond the costs associated with receiving medical care. Many New Yorkers in poor health are limited in their ability to work, thereby limiting their ability to earn income. The Poverty Tracker, defines a health problem as being in self-reported poor health or having a disability that limits one's ability to work. **In 2018, 1 in 4 Black adults in New York City faced a health problem (Poverty Tracker, 2020).**

According to the Early Childhood Poverty Tracker, although most parents of young children were in good physical health, **41% of Blacks faced some level of psychological distress**— related, perhaps, to their precarious economic circumstances. Many children (about two in three) lived in families facing economic insecurity.* One in two lived in poor neighborhoods**. These kinds of hardship and stress are known to be detrimental to child development.

Mental health is of certain importance to African Americans in New York. **Blacks are more likely to experience serious mental health problems but are less likely to adhere to antidepressants and antipsychotics after diagnosis, receive follow-up visits after hospitalization, and initiate and engage in treatment for alcohol or drug use** according to the New York Department of Health 2017 report on health care disparities.

*Economic Insecurity is defined as the inability to pay housing/utility bills in full over the past year or cover a \$400 expense with cash or its equivalent.

**Poor neighborhoods are defined as zip codes with a poverty rate of 20%+.

Key findings

● White ● Black

Premature Death

Before age 75

33%

White

56%

Black

Infant Health

Premature Birth

12% Black babies

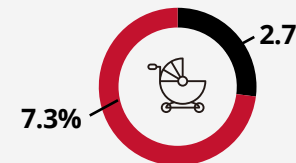
White babies **6.7%**

Low Birth Weight

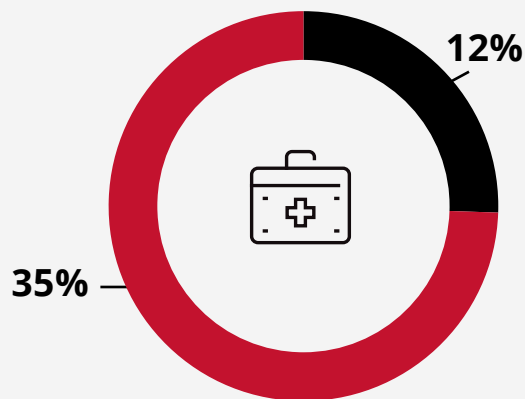
12% Black babies

White babies **6%**

Infant Mortality



Mortality due to Diabetes



Per 100,000 people

Mental Health



One in three parents of young children reports either moderate or serious psychological distress

Moderate or Serious Psychological Distress



25% White

41% Black



20%

More likely to experience serious mental health problems, such as major depressive disorder or generalized anxiety disorder.

Tensions

According to AARP, “When film director John Singleton, 51, died in April 2019 of a stroke, his family issued a statement with a word of caution to the Black community. “Like many African Americans, Singleton quietly struggled with hypertension. **More than 40 percent of African American men and women have high blood pressure,**” the statement read, before urging African Americans to learn the symptoms.

Diet and movement are key to counteracting these outcomes, but Black New Yorkers have deep cultural roots and emotions tied to food. The melting pot of the Black diaspora has birthed a cultural fusion of Southern, Caribbean and African cuisine that is a staple in the Black diet. However, with high poverty rates, food deserts and convenience foods in close proximity, marketed heavily and value priced, many choices for healthy options feel and are out of reach for many. **This intersection of economic distress and convenience of processed foods results in overall poor health outcomes in poor and minority communities.**

As a result, African Americans are more likely to have high blood pressure, diabetes and general poor health than a typical person in the United States according to the Centers for Disease Control and Prevention (CDC). **Blacks are more likely to be obese, which is a risk factor for such conditions as cancer, diabetes and heart disease.** African Americans are also more likely to die from heart disease, cancer and stroke. Though the statistics reveal a community in crisis, everyone can take steps to minimize the risks.

Mental health

According to Thomas Vance of Colombia University, in his article, “Addressing Mental Health in the Black Community,” **the Black community suffers from an increased rate of mental health concerns, including anxiety and depression.** The increased incidence of psychological difficulties in the Black community is related to the lack of access to appropriate and culturally-responsive mental health care, prejudice and racism inherent in the daily environment of Black individuals, and historical trauma enacted on the Black community by the medical field. **Moreover, given that the Black community exists at the intersection of racism, classism, and health inequity, their mental health needs are often exacerbated and mostly unfulfilled.** Issues related to economic insecurity, and the associated experiences, such as violence and criminal injustice, further serve to compound the mental health disparities in the Black population.

According to the US Department of Health and Human Services report, **adult Black/African Americans are more likely to have feelings of sadness, hopelessness, and worthlessness than are adult whites.** And while Black/African Americans are less likely than white people to die from suicide as teenagers, Black/African Americans teenagers are more likely to attempt suicide than are white teenagers (8.3 percent v. 6.2 percent).

Research Surrounding the Black Community and Mental Health

Research suggests that the adult Black community is 20% more likely to experience serious mental health problems, such as Major Depressive Disorder or Generalized Anxiety Disorder. Additionally, **Black emerging adults (ages 18-25) also experience higher rates of mental health problems and lower rates of mental health service utilization compared to white emerging adults, and older Black adults.** These sobering statistics suggest that despite efforts to reduce disparities among race and class in the US, inequalities are increasing.

Figure 9. Health

Citizen Map to Urban League Goal, Key Initiatives, Recommendations & Future Work

Urban League Goal

Every New Yorker has access to quality and affordable health care solutions

Existing NYUL initiatives

- Health Care Diversity
- Increasing Access to Care
- Fighting HIV / AIDS
- Careers & Employment Services
- Careers in Healthcare with 1199-SEIU
- Non-Profit Advocacy & Capacity Building

Racial Inequality Contributions

- Lack of access to quality healthcare
- Access to affordable and quality insurance
- Disparities in insurance costs and provider quality
- Healthcare provider and policy bias and racial stereotypes
- 20% more likely to experience serious mental health problems, such as Major Depressive Disorder or Generalized Anxiety Disorder

Impact

- Blacks (56%) are more likely to die prematurely (before age 75) than whites (32.6%).
- Adult Black/African Americans are 20 percent more likely to report serious psychological distress than adult whites.
- Black/African Americans living below poverty are 3X more likely to report serious psychological distress than those living above poverty.
- And while Black/African Americans are less likely than white people to die from suicide as teenagers, Black/African Americans teenagers are more likely to attempt suicide than white teenagers

Recommendations & Future Work

- Promote Healthy Childhoods
- Create Healthier Neighborhoods
- Access to Quality Health Care
- Advocate for COVID vaccine implementation to factor in communities most impacted by the virus
- Support Healthy Living
- Enhancing enrollment in the federal Supplemental Nutrition Assistance Program and ensuring recipients can shop for food on line and have it delivered to their homes
- Increase Access to Quality Care

How is the **New York Urban League** addressing health inequality?

Recommendations & Future Work

NYUL Response: In alignment with the New York City Health Departments “Take Care New York 2020 (TCNY2020) Plan, advocate and ensure implementation of policies and practices that **Promote Healthy Childhoods, Create Healthier Neighborhoods, Support Healthy Living** and **Increase Access to Quality Care**.

Promote Healthy Childhoods

- Advocate for and increasing community awareness and access to quality childcare and its importance in child development
- Advocating for increased student achievement outcomes especially high school graduation rates (see Education section)

Create Healthier Neighborhoods

- Advocate for policies that reduce adverse environmental impacts on the overall health of Black and brown communities (e.g., air/water quality, removal of lead-based paints, superfund site)
- Advocate for quality renter-occupied housing
- Reducing crime and mass incarceration (see Social (Criminal) Justice)

Support Healthy Living

- Develop campaigns that promote, educate and help communities of color access resources to support healthy living (e.g., exercise, smoking cessation, diet)
- Advocate for policies to reduce unhealthy product targeting and business in poor Black and brown neighborhoods
- Advocate to end food insecurity amongst children

Increase Access to Quality Care

- Develop campaigns that promote, educate and help communities of color implement preventative care, successfully access and sustain mental health and substance abuse care, and manage health conditions to reduce premature deaths
- Advocate for policies to ensure access to high-quality and culturally-appropriate care for all
- Advocate for increasing the number of healthcare providers of color to support early detection and patient health compliance



New York Urban League Existing Programs

What can you do to improve **racial equality** for black New Yorkers?

Use the State of Black New York to better understand where gaps and opportunities are in racial equality

- Engage, advocate, and garner support from key leaders, stakeholders, businesses, and communities around a shared vision and plan to improve racial equality
- Discuss, leverage, develop, and integrate racial equality goals into existing policies, programs and fiscal budgets
- Use the State of Black New York to advocate for policy, practices, and resources that improve racial equality
- Partner and/or support the work of the New York Urban League as we continue to advance policies and program recommendations to empower and improve the overall quality of life for Black and therefore all New Yorkers.



How is the **New York Urban League** addressing economic inequality?

Existing Initiatives

Career & Employment Services

Successfully manages a network of employment trainings and services (e.g., entry/re-entry, job readiness and placement for unemployed and underemployed).

In 2019, total wages for all placements was over \$3.7 million.

Partnership with Google

Google's free 11,000-square-foot Learning Center provides classroom training for job seekers, entrepreneurs, educators, students and anyone seeking to land a job, accelerate their skills, take small business classes, get individual mentoring sessions with a Google employee and attend community events.

By 2019, more than 12,000 New Yorkers have participated in a class, and over 25,000 have walked through the former Banana Republic store doors.

Careers in Healthcare with 1199-SEIU

Enhances the number of underserved Upper Manhattan residents ready for and employed in direct and/or non-direct healthcare support jobs that leads to union membership through career training and development.

Communities of Color Nonprofit Stabilization Fund

In 2014, the Latino Federation, Coalition for Asian American Children and Families, New York Urban League and Asian American Federation formed an alliance, along with the Black Agency Executives, to provide capacity-building support to Black, Latino, and Asian-led community-based organizations throughout New York City's five boroughs.

How is the **New York Urban League** addressing inequality in education?

Existing Initiatives

Education Policy Committee

Advocates at state level for more AP classes, diverse teachers, examination of discipline policies (e.g., school suspension) and reporting of disaggregate school data.

COMPASS Mentoring Program

Working in collaboration with Careers in Sports High School in The Bronx, NYUL provides high school juniors and seniors skill building activities (college readiness, resume building, STEAM career exploration, Financial Aid/FAFSA, Intro to SUNY/CUNY and HBCU workshops); counseling and case management; and help students transition from middle to high school in an afterschool setting.

Science, Technology, Engineering, Arts & Math (STEAM)

Youth from low-income families have access to quality educational services that lead to academic achievement, develop students who are competitive college applicants, and instill in students career and entrepreneurial aspirations that prepare them for growing STEAM related industries.

Code Next Program - A computer science education program for Black and Latinx high school students.

Summer STEAM Program - A fun and interactive program that allows students to explore the intersections of all the STEAM subjects.

Annual Historically Black Colleges & Universities Fair

Offered students access to more than 50 HBCU admissions representatives, alumni, and staff, along with college and scholarship resources from organizations like The College Board and other notable associations.

Whitney M. Young, Jr. Scholarship Program

Each year, awards ranging between \$1,500-\$3,500, are given to exceptional high school seniors throughout the city.

Education Bootcamp

A leadership development program targeting current and former teachers, after-school and non-profit staff, community members, parents and New Yorkers who care about youth and want to deepen their understanding, drafting, and advocating for education policy and community-based change.

Leadership Development (Young Professionals)

Designed to serve as an empowerment forum for individuals ages 21-40 who live and work throughout the five boroughs of New York City. This premier civil right auxiliary group works to promote and support the mission of the New York Urban League by training the next generation of leaders through volunteer opportunities, personal and professional development, and community events.

How is the **New York Urban League** addressing digital inequality?

Existing Initiatives

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How is the **New York Urban League** inequality in Civic Engagement?

Existing Initiatives

2020 Census Advocacy

Lead campaign and efforts to ensure “Everyone is Counted”, monitor the process to ensure equitable access to participation, reporting and use of data to inform resource distribution and redistricting.

- Advocate for and ensure paper forms are sent to communities with little to no access to broadband internet and technology.
- Support expansion of digital resources (e.g., kiosks, iPads, laptops) and Census support across New York City (e.g., libraries, health clinics, schools, places of worship) including NYUL offices and programs.
- Enlist census volunteers to act as enumerators or translators to effectively engage communities of color to ensure accurate participation.

Voter Engagement

- Lead campaigns and efforts to increase African American voting participation.
- Launch marketing campaign to educate communities on new forced voting ranking system and to increase voter turn out.
- Engage in an aggressive voter outreach and mobilization efforts to inform, register and ensure voter participation in upcoming local, state, and federal elections.
- Advocate for early voting and automatic absentee ballot eligibility.

How is the **New York Urban League** addressing social justice inequality?

Existing Initiatives

Urban Reentry Jobs Program

Provides formerly incarcerated adults with the necessary skills and training to successfully re-enter the job market with positions that pay a livable wage, and that can potentially lead to a career.

Project Empower

A sequential and systematic approach to moving Urban League affiliates along the pathway to greater capacity and higher performance. The ultimate outcome is improving financial stability and economic empowerment for the participants they serve.

Disrupting the School to Prison Pipeline

Education Policy Committee

Advocates at state level for more AP classes, diverse teachers, examination of discipline policies (e.g., school suspension) and reporting of disaggregate school data.

COMPASS Mentoring Program

Working in collaboration with Careers in Sports High School in The Bronx, NYUL provides high school juniors and seniors skill building activities (college readiness, resume building, STEAM career exploration, Financial Aid/FAFSA, Intro to SUNY/CUNY and HBCU workshops); counseling and case management; and help students transition from middle to high school in an afterschool setting.

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Inequality is unacceptable



Empowerment

Education

Advocacy

Figure 1. Empowerment

Citizen Map to Racial Inequality Impact, Recommendations & Future Work

Empowerment

Employment

Young people and adults deserve opportunities for high paying wage jobs.

Entrepreneurship

African Americans should have equal opportunities to start and build businesses as well as access to sustainable strategies to survive.

Racial Inequality Impact

- Low wages
- Lack of access to high-wage and career growth opportunities
- Lack of skills, not prepared for future of work

Recommendations & Future Work

- Robust digital employment database
- Employment placement services
- Leadership development and training
- Job skills training

- No Access to capital
- Fractured or no relationships with financial institutions
- Lack of training

- Partnership with Government and Banks to invest in Entrepreneurship
- Partnership to launch tailored programs (e.g., certification, access to capital) to help Black entrepreneurs start and grow businesses

Figure 2. Education

Citizen Map to Racial Inequality Impact, Recommendations & Future Work

Education

Every child in New York is ready for college, work and life to become aware, woke AND trained citizens, prepared for leadership.

Racial Inequality Impact

- Low achievement gaps
- Limited post-secondary opportunities
- Limited access to scholarships resulting in high loan usage and debt-burden degrees
- Limited access to high wage industries

Recommendations & Future Work

- College access initiatives
 - scholarships
 - college fair
 - preparedness workshops
- Leadership developments support and training
- Pipeline internship network that leads to employment

Figure 3. **Advocacy**

Citizen Map to Policy engagement

Advocacy

Address the systems, structures, and narratives associated with NYUL's strategic priority areas (Economics, Education, Employment, Racial Injustice) to reduce barriers to economic mobility and stop the cycle of INEQUALITY

Policy engagement

Empowerment

- Low Wages
- Access to Jobs and Capital
- e-skilling and Training

Education

School, District & State Level Advocacy:

- Testing
- Teacher & Leader Diversity
- Low Achievement Gaps
- Post-Secondary Opportunities
- Access to High Wage Industries

Social Justice

- School to Prison Pipeline
- Racially-biased Law Enforcement

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- Note: The data source and year for each indicator are noted below. The data utilized is the most recent year of available data for each indicator and source. Data was calculated by IHSSH Markiet Inc.
- *Economics* data come from the 2018 American Community Survey (ACS).
- *Health* data come from the New York State Department of Health (NYSDH) for the years 2014-2016.
- *Education* data are from the New York City Department of Education (NYCDOE). *Education Quality* data are from 2018 and 2017 (HS AP Exams Taken only). *Education Scores (Test)* data are from 2019, 2018 (SAT Scores), and 2017 (Overall Students Achievement by school configuration – Elementary/Middle, High School). *Educational Attainment* data are from 2018. *Student Risk Factors* data are from 2017.
- *Civic Engagement* data come from the 2018 American Community Service (ACS) and Corporation for National and Community Service (CNCS) for volunteerism only in 2015.
- *Social Justice* data are from the New York City Police Department (NYPD) and the New York State Division of Criminal Justice Services (DCJS) for the year 2018. *Juvenile Justice: Placement Admissions* data are from DCJS in 2016.
- *Digital Divide* data are from multiple sources across multiple years. *Digital Skills & Occupation* data are from 2018 (ACS, [InformationIsBeautiful](#), Quality Workforce Indicators-U.S. Census Bureau/QWI, U.S. Bureau of Labor Statistics/BLS, Brookings Institution) and 2017 (National Telecommunications and Information Administration/NTIA). *Digital Access* data are from 2019 ([digital NYC](#)), 2018 (ACS, Federal Communications Commission/FCC), and 2017 (NTIA). *Digital Policy* data are from 2019 (Rootmetrics, ACS) and 2018 ([FutureReady](#), [GreatSchools.org](#), ACS).
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