

ANNUAL MEETING & STAKEHOLDER
LUNCHEON

STATE OF BLACK TACOMA

MAY 23, 2019 | 11:30AM



Tacoma
Urban League

*Empowering Communities.
Changing Lives.*





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2018 + Beyond

LaTasha Wortham, Board Chair



2018 REPORT

3000
Community
Members Served

1600
Students of Color
Supported

100
Urban League Members
(i.e. Guild and Young Professionals)

185
Mighty
Volunteers

30
Strategic
New Partnerships



SAVE-THE-DATE

Annual Meeting & Stakeholder Luncheon – Thursday, May 23rd
Empowerment Dinner – Friday, October 4th

Serving the African American Community

The Male Involvement Program | Girls With Purpose | Employment Empowerment Academy |
Financial Empowerment – African American Financial Capability Initiative (AAFC) | Household Budget & Finance Workshops |
Home Ownership Program | Family Support Partnership (FSW) | Employment Diversity & Inclusion |
Voter Advocacy | Tacoma African American Leadership Forum |



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Strategic Goals

- 1. Increase African American youth high school graduation rates by supportive programs focused on involvement and mentoring strategies for male and female youth*
- 2. Increase the pipeline of diverse talent by providing programs that support employment readiness, essential skills training, and increases business and government partnerships around hiring and contracting*
- 3. Increase programs and services focused on racial equity gap including economic development and home ownership as foundations for financial asset building and wealth gap reduction in the African American community*
- 4. Develop a multi-year financial sustainability plan to addresses the major financial requirements and positions the Tacoma Urban League as a major voice in the Tacoma community and surrounding areas*

Thank you to our Sponsor and Partner



Emerald Cities
S E A T T L E



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State of Black Tacoma

Gains, Gaps & Growth

T'wina Nobles, President & CEO





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Housing

Jacques Colon, 2025 Strategic
Manager, City of Tacoma



Snapshot of Housing Market Conditions



Accelerating housing market conditions

Rent increased by 16% at single-family rentals & 17% at multifamily properties between March 2016 and March 2018.



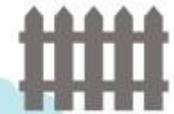
Limited rental supply

Unmet need is greatest among extremely low-income households, followed by very low-income households.



Cost-burdens among households

Forty (40%) of households in Tacoma pay at least 30% of their income on housing costs each month.



Barriers accessing and staying in a home

Residents face a range of issues that affect their access to affordable housing units, such as navigating multiple systems and language barriers.



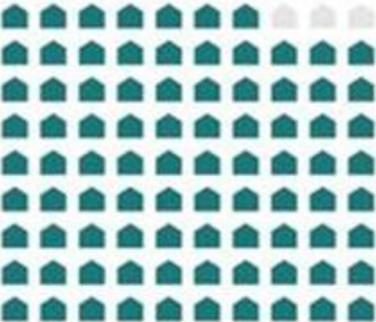
Unmet Need for Housing

RENTAL HOUSING SUPPLY & DEMAND

Tacoma has...



87 affordable & available units for every 100 **LOW-INCOME** households



WIDESPREAD, PERSISTENT NEED

The City of Tacoma has a shortage of affordable and available rental units for low-income households. Forty percent of households in Tacoma pay more than 30% of their gross income on housing each month.

Source: 2016 American Community Survey PUMS 1-Year Estimates.

COST-BURDENED HOUSEHOLDS

16% of households (13,386) pay gross **50% OR MORE** of their monthly income on housing costs



40% of households (32,842) pay gross **30% OR MORE** of their monthly income on housing costs



Opportunities for Growth

The Affordable Housing Action Strategy (AHAS) includes **four strategic objectives** and **27 supporting actions** focused on:

- **Production of new homes (Strategic objective 1)**
 - Action 1.3: Extend Multi-Family Tax Exemption (MFTE) to increase impact
 - Action 1.6: Align capital projects in areas with highest risk of displacement to reduce overall cost of development
 - Action 1.8: Encourage more diverse types of housing development, including ADUs
 - Action 1.9: Expand local funding sources for Housing Trust Fund
 - Action 1.12: Streamline permit review for affordable housing projects
- **Preservation of existing homes (Strategic objective 2)**
 - Action 2.3: Work with private industry to offer affordable housing repair/upkeep discounts
- **Anti-displacement and stabilization (Strategic objective 3)**
 - Action 3.1: Expand tenant's protections through a comprehensive policy
 - Action 3.2: Create a range of resources for households experiencing a housing crisis, including connecting TPU utility assistance with other General Government efforts
- **Removal of barriers to housing (Strategic objective 4)**
 - Action 4.1: Centralize/ streamline online application for rental assistance





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Voting

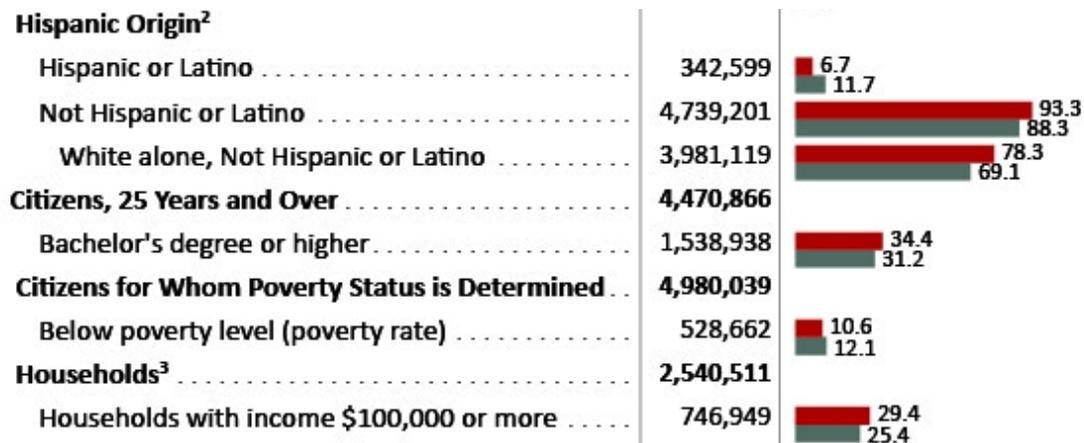
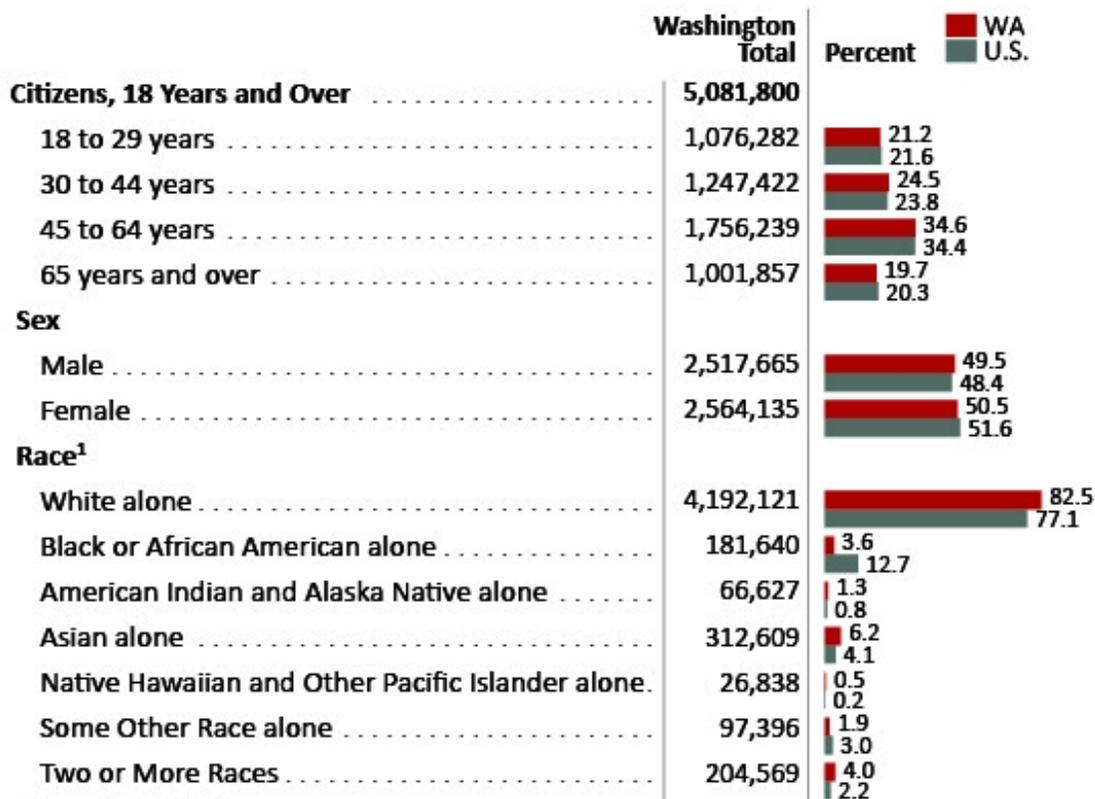
Julie Anderson, Pierce County Auditor





Citizen Voting-Age Population

Selected Characteristics: Washington



¹ Except where noted, "race" refers to people reporting only one race.

² Hispanic refers to the ethnicity category and may be of any race.

³ Households with citizen householders.

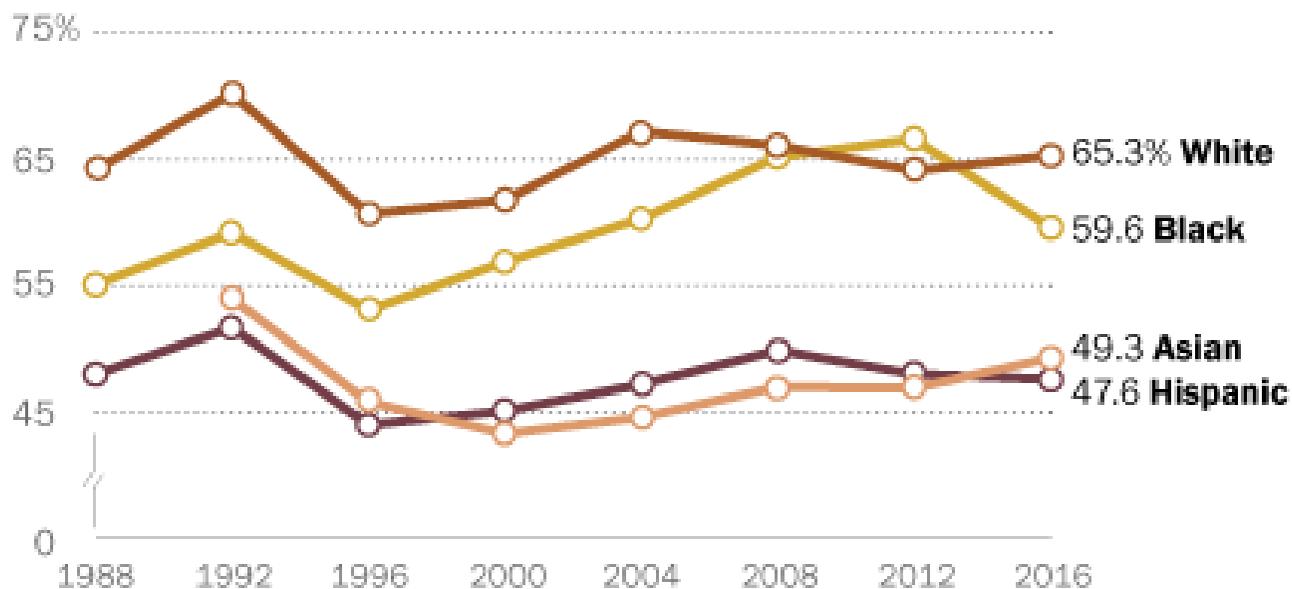
Pierce County Statistics

Voting Age Population, estimate defined as citizens, age 18 or older

Total	638,492
Black or African American Alone	43,504
Two or more races	37,081

Black voter turnout rate declined sharply in 2016, dropping below that of whites

% of eligible voters who say they voted



Note: Eligible voters are U.S. citizens ages 18 and older. Whites, blacks and Asians include only non-Hispanics. Hispanics are of any race. Data for non-Hispanic Asians were not available in 1988.

Source: Pew Research Center analysis of the Current Population Survey, November Supplements for 1988-2016.

PEW RESEARCH CENTER



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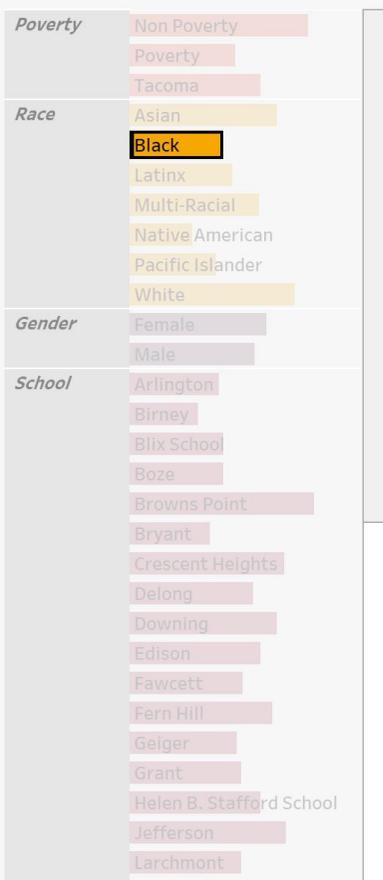
Education

Tafona Ervin, Executive Director,
Graduate Tacoma

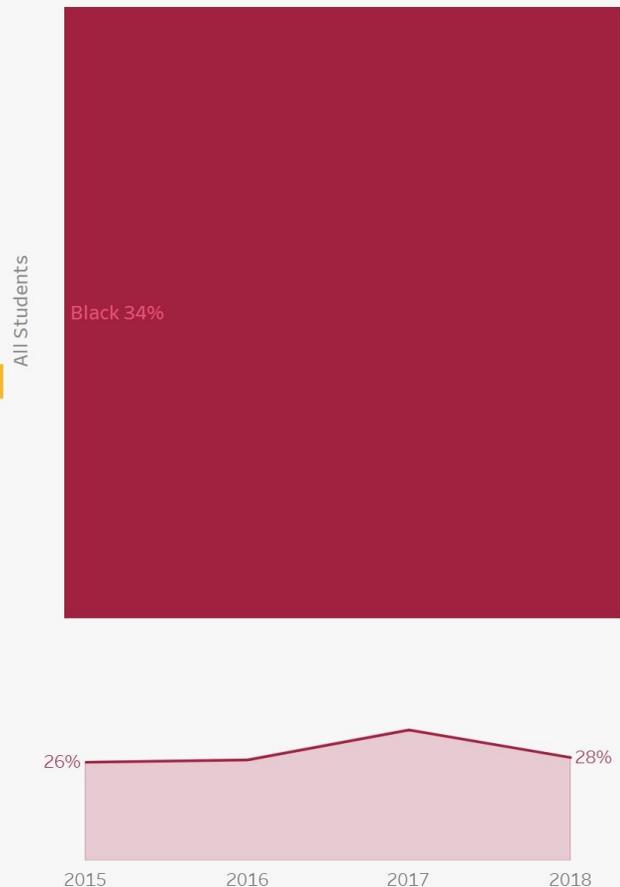


Indicator 3rd Grade Reading

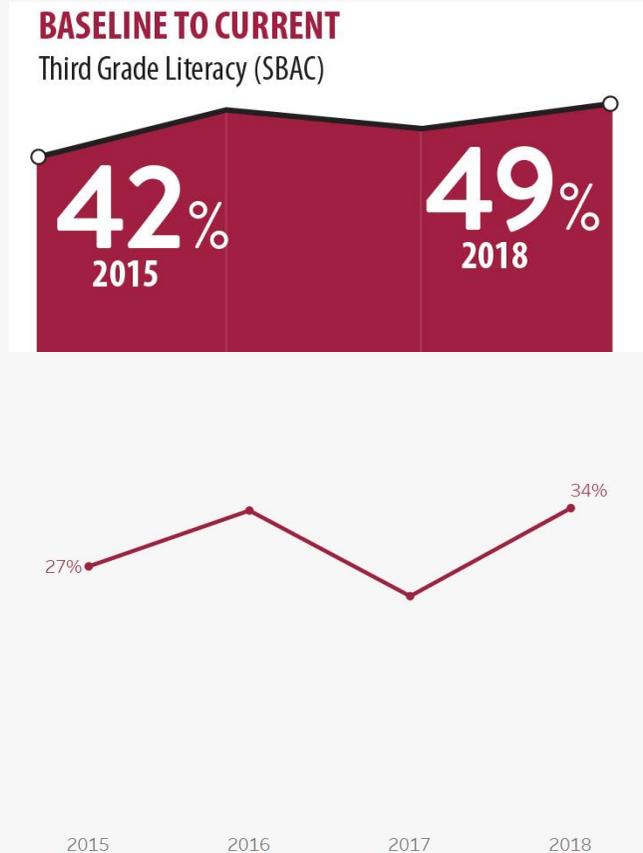
Year 2018



3rd Grade Reading 2018



Multi-Year Trends



3rd Grade Reading (2014-15 - 2017-2018): The percent of students who met standard for SBA ELA
 Note: Rates based on fewer than 10 students (n<10) are censored to protect student privacy.
 Source: Office of Superintendent of Public Instruction | Updated: 10/18/2018



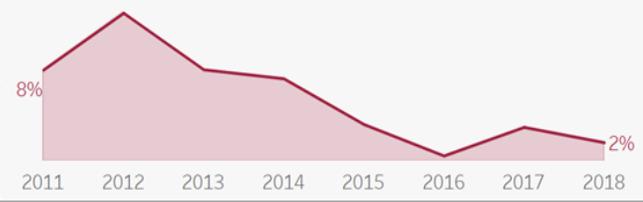
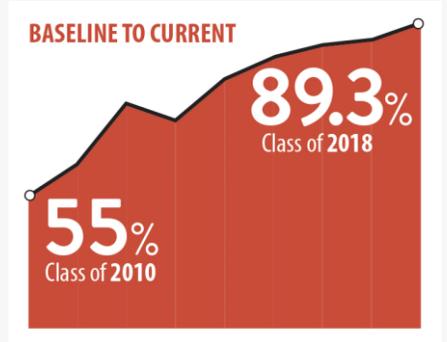
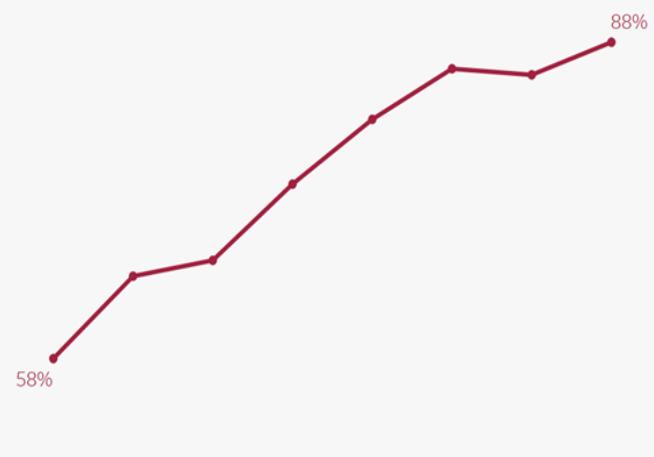
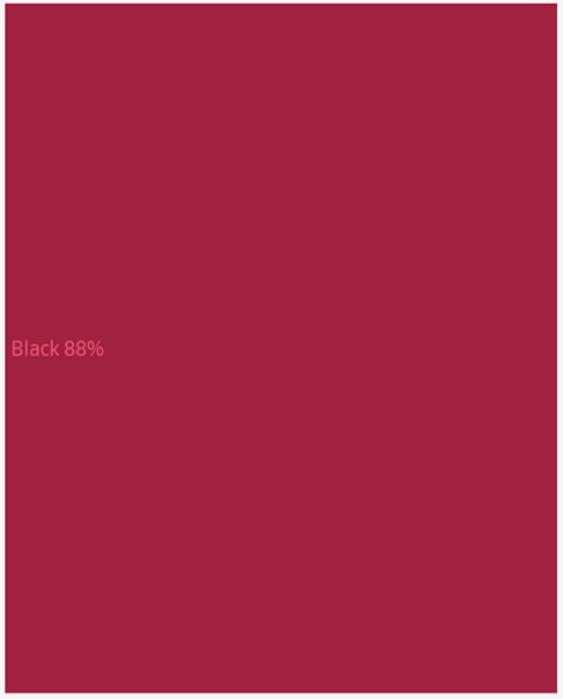
THIRD GRADE READING

Learn more at: www.GraduateTacoma.org/Data



Every Child. One Community. Cradle to Career.

Year		2018	
District	Seattle		
	Spokane		Foss
	Tacoma		
Poverty	Non-Poverty		
	Poverty		
Race	Asian		Lincoln
	Black		
	Latinx		Mt Tahoma
	Multi-Racial		
	Native American		
	Pacific Islander		
Gender	Female		Oakland
	Male		
School	Foss		
	Fresh Start		SAMI
	Lincoln		
	Mt Tahoma		
	Oakland		SOTA
	SAMI		
	SOTA		
	Stadium		Stadium
Wilson			
Other	504		
	ELL		Wilson
	Homeless		
	Spec Ed		



HIGH SCHOOL GRADUATION

Learn more at: www.GraduateTacoma.org/Data



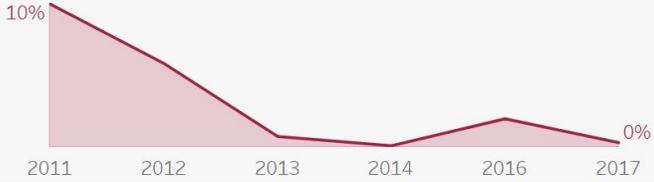
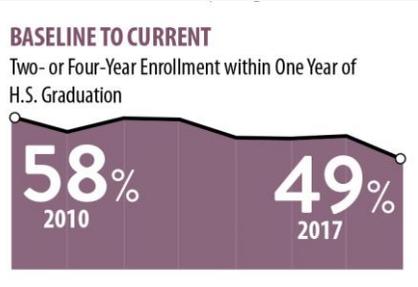
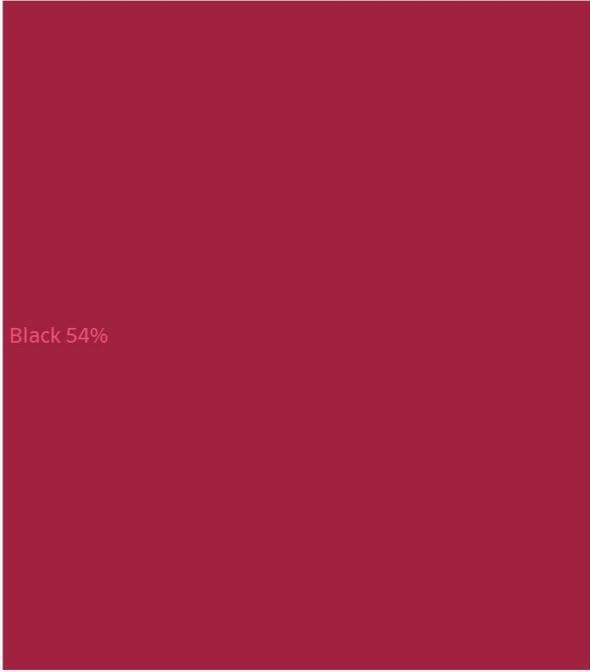
Every Child. One Community. Cradle to Career.

Year 2012

District	Tacoma
Poverty	Non-Poverty
	Poverty
Race	Asian
	Black
	Latinx
	Native American
	Pacific Islander
	White

All

All Students



COLLEGE ENROLLMENT

Learn more at: www.GraduateTacoma.org/Data





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Program Highlight: Male Involvement Program

John Levi, Program Manager





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Male Involvement Program

30, 392 Students in Tacoma

11,804	White Students
4,468	Black Students
2,279	Black Males
2,189	Black Females

- Across 67 Schools



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Male Involvement Program

1,600 Teachers in Tacoma

1,313	White Teachers
78	Black Teachers
57	Black Female Teachers
21	Black Male Teachers



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Healthcare

Dr. Jamilia Sherls-Jones, Director of Health
Equity, MultiCare Health System



Health Care

Dr. Jamilia Sherls-Jones

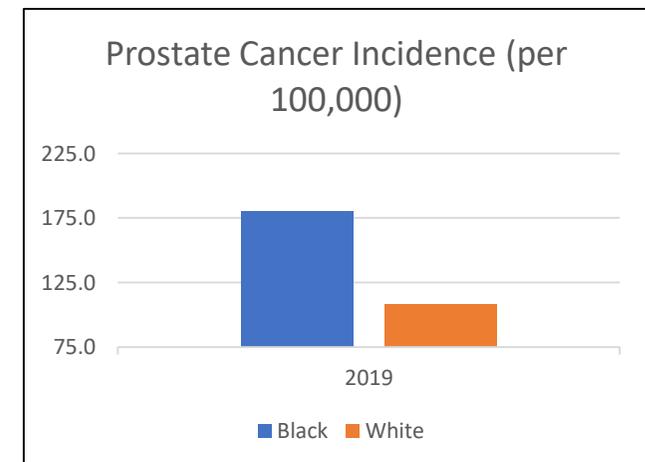
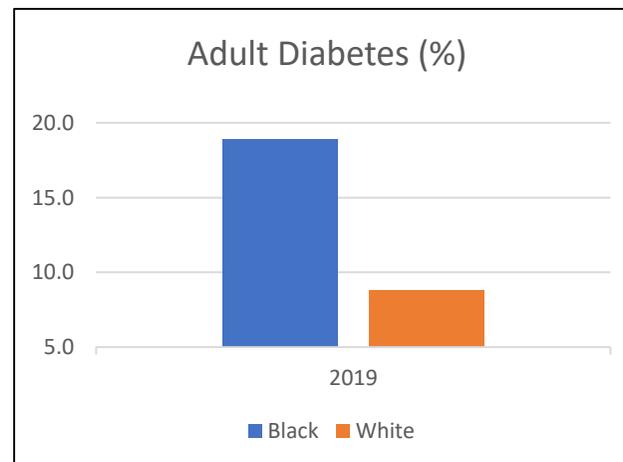
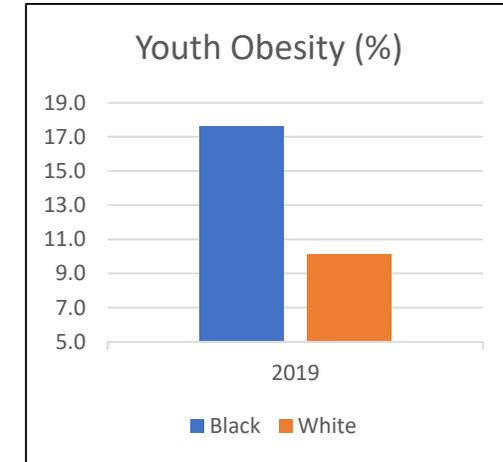
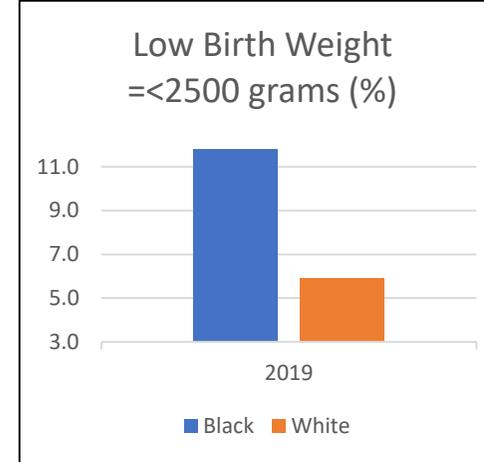
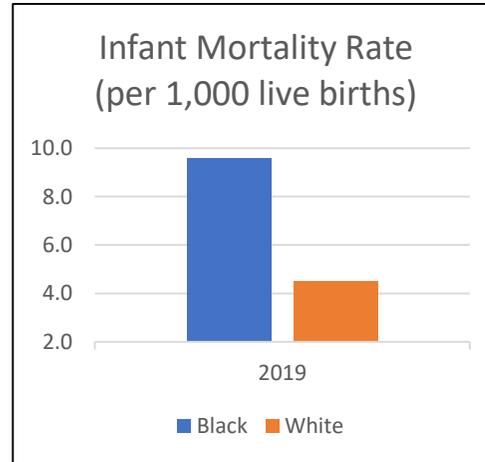
Director – Health Equity

Center for Health Equity & Wellness



Disparities for Tacoma General Hospital Service Area: Black Relative to White Population, 2019 CHNA

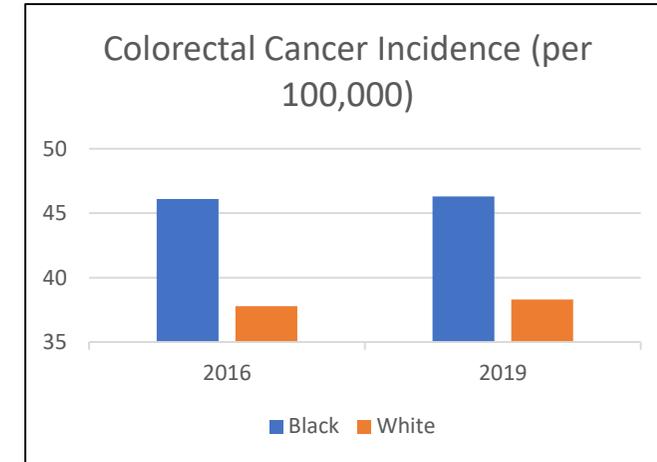
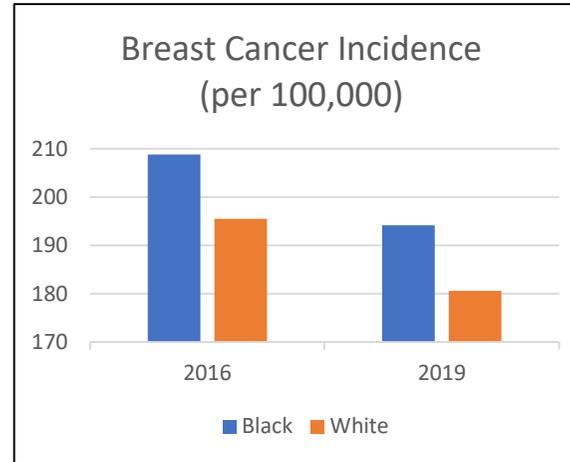
- **Infant Mortality Rate**
per 1,000 live births
 - 9.6 (B) vs 4.5 (W)
- **Low Birth Weight**
≤ 2,500 grams
 - 11.8% (B) vs 5.9% (W)
- **Youth Obesity**
 - 17.6% (B) vs 10.1% (W)
- **Adult Diabetes**
 - 18.9% (B) vs 8.8 % (W)
- **Prostate Cancer**
Incidence per 100,000
 - 179.9 (B) vs 107.9 (W)



Disparity Trends for Tacoma General Hospital Service Area: Black Relative to White Population, 2016->2019 CHNA

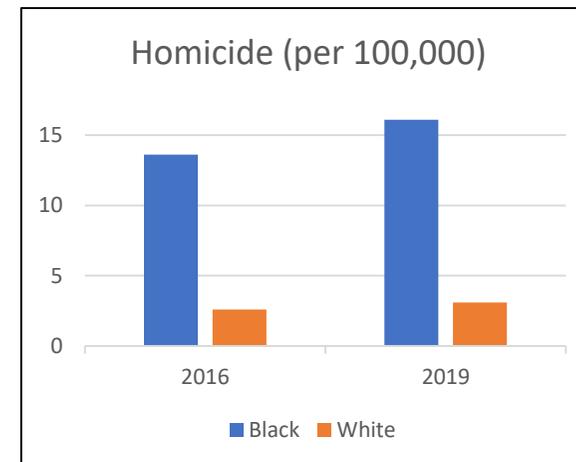
Disparity - Unchanged

- Breast Cancer incidence per 100,000
 - (B): 194.2 (2019) from 208.8 (2016)
 - (W): 180.6 (2019) from 195.5 (2016)
- Colorectal Cancer Incidence per 100,000
 - (B): 46.3 (2019) from 46.1 (2016)
 - (W): 38.3 (2019) from 37.8 (2016)



Disparity – Worsened

- Homicide per 100,000
 - (B): 16.1 (2019) from 13.6 (2016)
 - (W): 3.1 (2019) from 2.6 (2016)



Recommendations

- Increase access to preventive care
 - Prenatal, annual physical exams, cancer screenings, behavioral health
- Community education
 - Utilize community health workers
- Increase cultural competency among health care providers
- Collectively address social determinants of health (SDOH)





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Environment

Ryan Mello, Executive Director,
Pierce Conservation District





Pierce Conservation District

The State of Black Tacoma: Environment

Ryan N. Mello
Executive Director

Dispelling Old Myths – African American Concern for the Environment

- Lifestyle choices that help protect the environment (37% AA :29% W)
- Consuming less meat (15%:8%)
- Driving less (16%:10%)
- Likely to recycle (44%:64%)
- Belong to environmental groups (8%:9%)
- Expressing Concern (26%:3%)
- Voting score (75 – 85%:60 – 80%)

AA = African American

W = White

*Paul Mohaj, Professor at the University of Michigan's School of Natural Resources & Environment



Environmental Racism

HOUSING
Low-income minority families are more likely to live in housing near waste dumps, landfills, airports, factories, busy roads, and other hazardous places.

WATER POLLUTION
In Flint, Michigan, a majority African American area, lead poisoning in the water supply led to a crisis. Other impoverished areas may face a similar dilemma.

GARBAGE REMOVAL
Some areas have inadequate access to garbage removal services and other environmental amenities.

PHYSICAL EFFECTS
Contaminated water can cause skin rashes/burns and hair loss.

AIR POLLUTION
Air pollution from factories can lead to respiratory infection, cardiovascular disease, stroke, chronic lung disease and lung cancer.

BIRTH RATE
Lead poisoning and other pollutants lead to higher rates of miscarriage and birth defects. After the water crisis in Flint began, birthrates dropped.

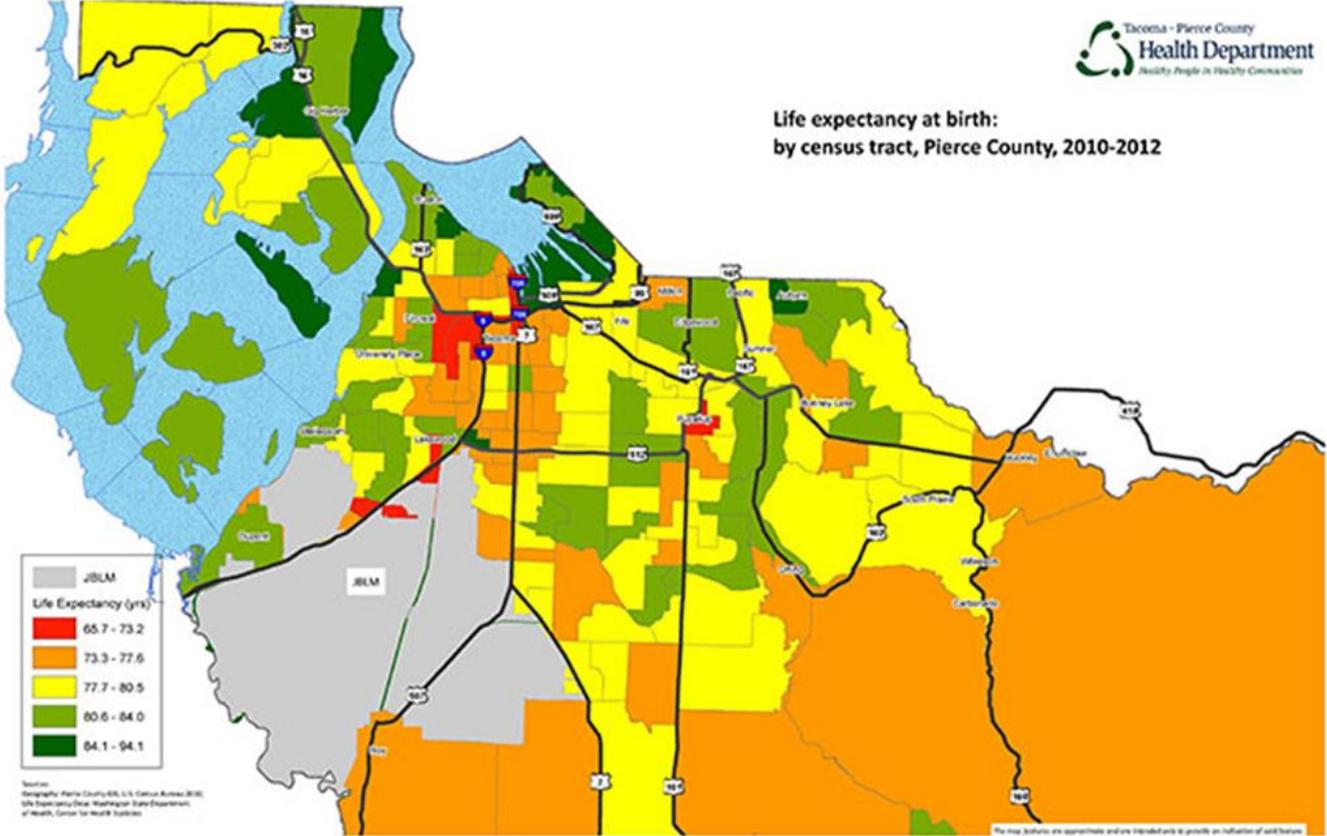
Whether intended or not, environmental injustice affects many racial minorities in the United States, especially if they are of low economic status. These people are exposed to a disproportionate amount of pollutants and have less access to ecological benefits.

The Effects of Environmental Racism

Local Health Disparities



Life expectancy at birth:
by census tract, Pierce County, 2010-2012

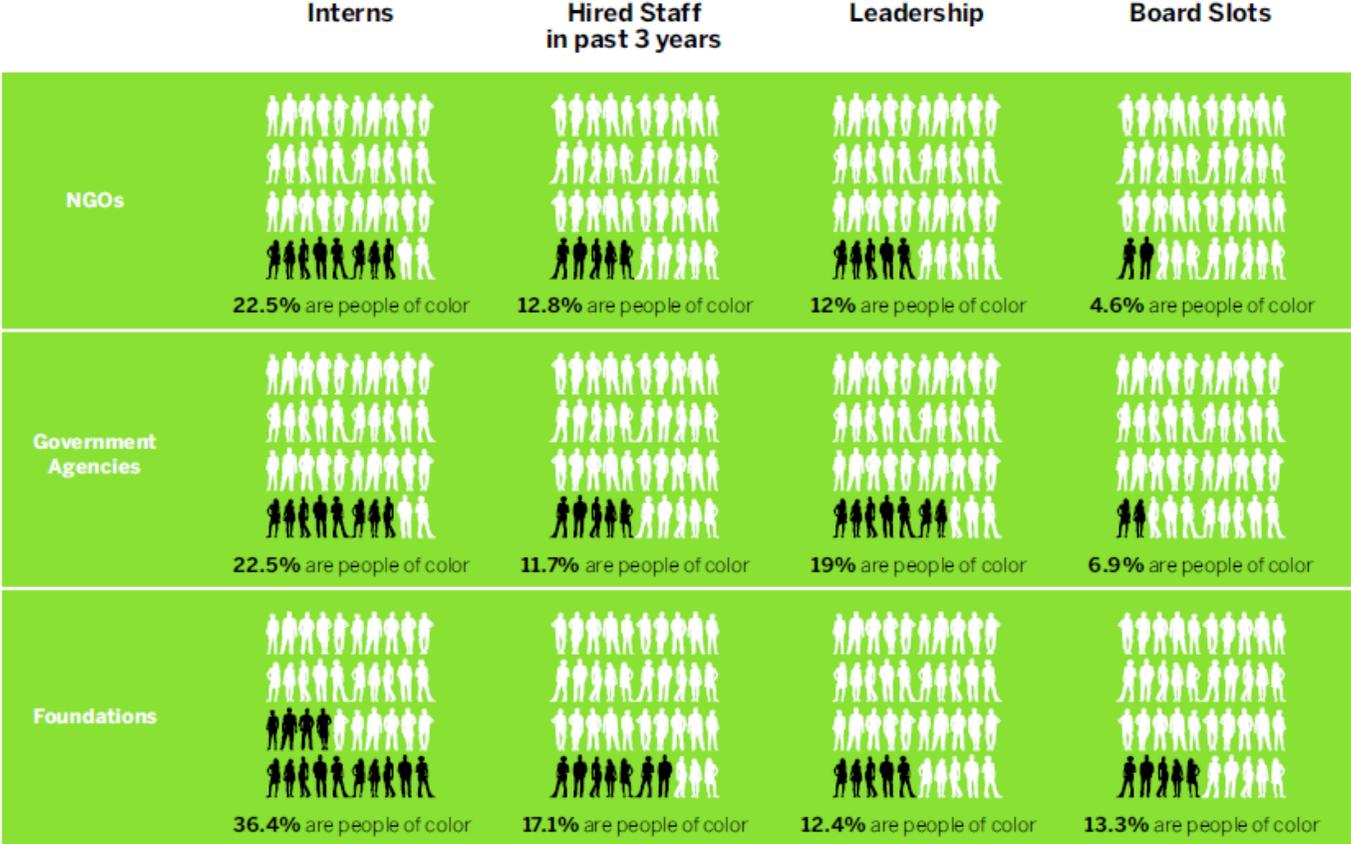


Environmental Justice In Tacoma



- Effects of Climate Change
 - Urban heat island
 - Urban flooding
 - Air pollution – roadway exposure, wood smoke, wildfire smoke
- Access to healthy food
- Access to trails, open space and recreation
- Community designed for people – walking, biking and healthy activities
- Neighborhood quality
- Water quality

The Green Ceiling



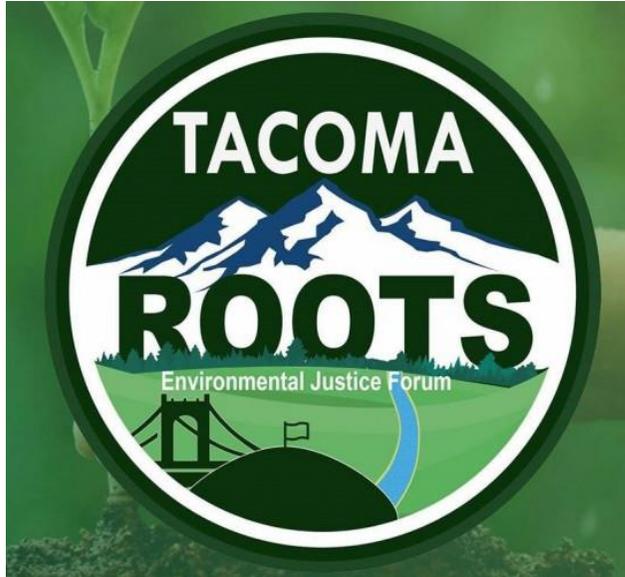
The impression that there are low numbers of people of color in the applicant pool can be partially attributed to organizations failing to go beyond their use of traditional, limited recruiting practices such as word-of-mouth, environmental websites and informal networks.

What Can We Do About It?

- Intentional hiring
- Focus programming in areas of POC/Low income communities
 - Tree planting
 - Green stormwater infrastructure
 - Environmental education
 - Woodsmoke reduction
 - Siting grocery stores/community gardens
 - Open space enhancement
 - Trail development
 - Community redevelopment to put people first
 - Reduce emissions/near roadway exposure



Take Action – thank you!



www.PierceCD.org





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Program Highlight

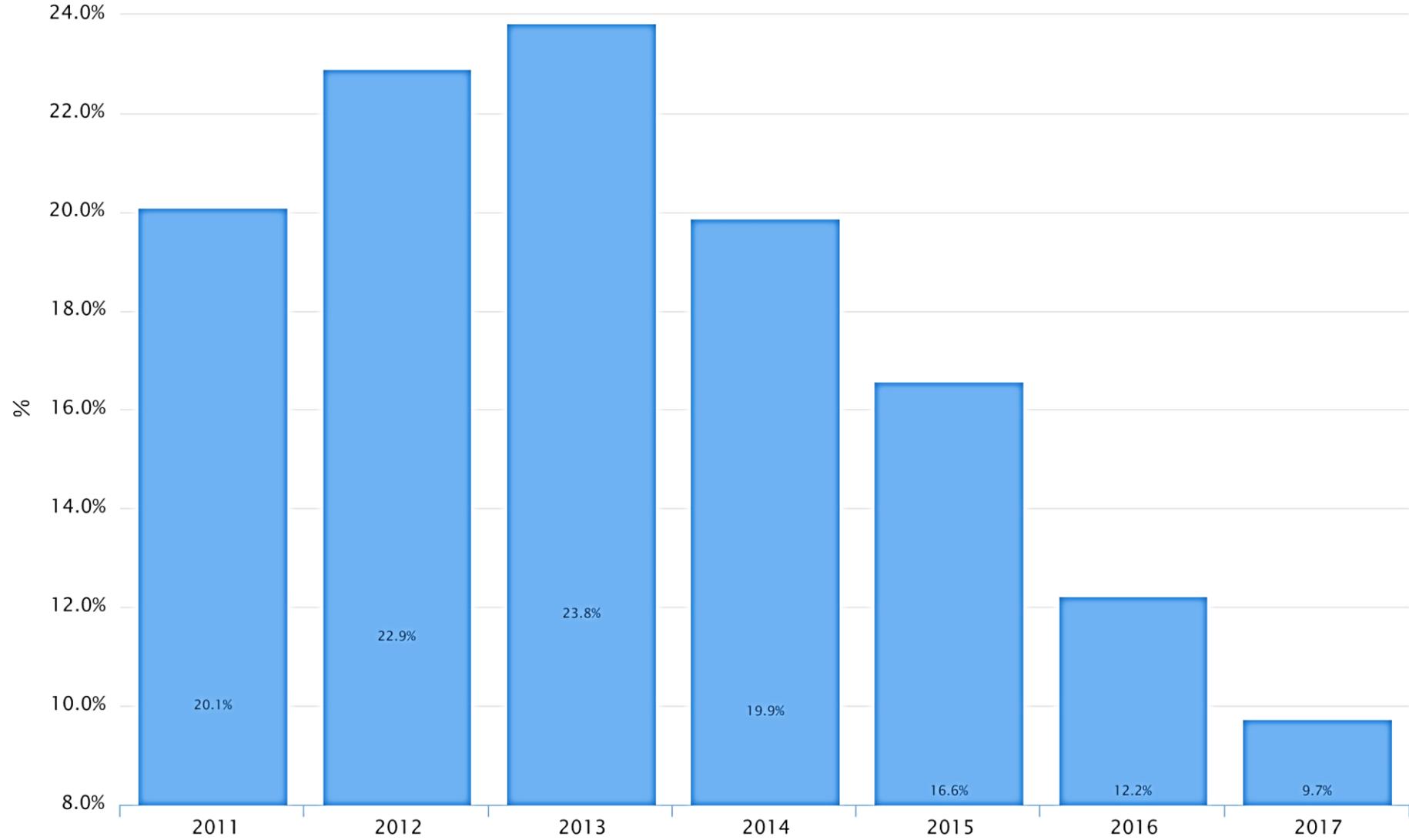
Career Empowerment Academy

Monique Dubose, Career/Resiliency Coach



Black or African American

City of Tacoma, WA



Source: JobsEQ®, ACS, 5-Year Estimates



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2019

CAREER

EMPOWERMENT ACADEMY



GUEST SPEAKERS

- Kat Flores, City of Tacoma
- Lewis Cooper, Port of Tacoma
- John Gaines, TPU
- Mark Wheeler, Sound Transit
- Korbett Mosesly, UWPC
- ...and more



Evening classes to create
a comprehensive career plan
and network with industry leaders



MONDAY TO FRIDAY
TIME: 5:30PM - 8:30PM
(Choose One)

COHORT I: MAR 18 - 22
COHORT II: MAY 13 - 17
COHORT III: SEP 16 - 20

WHAT TO EXPECT?

- Career coaching to take steps towards goals
- Identify transferable skills, strengths, and talents
- Techniques for a successful job interview
- Assistance with job placement and connections
- Network tips and advice from industry leaders
- Guest Speakers

The training is complimentary,
but space is limited. To register

Call - (253) 383-2007 or
Email us - info@tacomaurbanleague.com
Visit - www.tacomaurbanleague.org



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2550 S Yakima Ave, Tacoma, WA 98405

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Asset Building / Financial Capability

T'wina Nobles, President and CEO



TACOMA SCORECARD

— PROSPERITY NOW 2018 LOCAL REPORT ¹ —

INCOME

Income poverty by Race is 2.3x higher for households of color

EMPLOYMENT

Unemployment rate by Race is 1.6x higher for workers of color

REAL ESTATE

Homeownership by Race is 1.4x higher for White households

EDUCATION

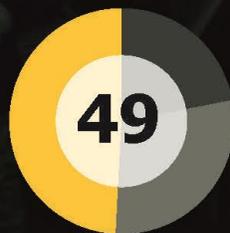
Four-year Degree by Race is 1.3x higher for White adults

HEALTH CARE

Uninsured by Race is 1.6x higher for people of color

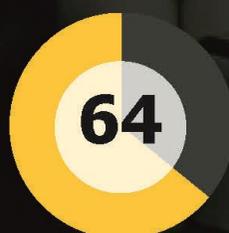
— TACOMA AFRICAN AMERICAN HOUSEHOLDS —

INCOME



49% Above Cost of Living ²
51% Below Cost of Living ²

EMPLOYMENT



64% Labor Participation ³
7.8% Unemployed ³

OWN A HOME



33% Own a Home ⁴

EDUCATION



16% Bachelors or Higher ⁴
90% Completed HS ⁴

CREDIT



59% Approved for Credit ⁵

1. Institute for Policy Studies (IPS) and the Corporation For Economic Development (CFED)
2. United Way 2018 ALICE Report Washington

3. City of Tacoma Community Needs Assessment
4. American Community Survey 2017 (5 Year Estimates)
5. Federal Reserve 2016 Economic Well Being of US Households



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State of Black Tacoma

This is us. Our Community.

