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)

$609,000
Annual Operating Budget

$180,000
Youth Programs

$160,000
African American Financial Capability

$115,000
50 Year Anniversary Gala Raised

$5,800
Tacoma Urban League Guild Raised

BUDGET
INVESTMENTS
DONATIONS

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
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
State of Black Tacoma

Gains, Gaps & Growth

T’wina Nobles, President & CEO
Housing
Jacques Colon, 2025 Strategic Manager, City of Tacoma
Snapshots 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...
- 27 affordable & available units for every 100 EXTREMELY LOW-INCOME households
- 45 affordable & available units for every 100 LOW-INCOME households
- 87 affordable & available units for every 100 VERY 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.


**COST-BURDENUMED 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
Voting

Julie Anderson, Pierce County County Auditor
### Citizen Voting-Age Population
#### Selected Characteristics: Washington

<table>
<thead>
<tr>
<th>Citizens, 18 Years and Over</th>
<th>Washington Total</th>
<th>Percent WA</th>
<th>U.S.</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 to 29 years</td>
<td>1,076,282</td>
<td>21.2</td>
<td>21.8</td>
</tr>
<tr>
<td>30 to 44 years</td>
<td>1,247,422</td>
<td>24.5</td>
<td>23.8</td>
</tr>
<tr>
<td>45 to 64 years</td>
<td>1,756,239</td>
<td>34.6</td>
<td>34.4</td>
</tr>
<tr>
<td>65 years and over</td>
<td>1,001,857</td>
<td>19.7</td>
<td>20.3</td>
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</table>

<table>
<thead>
<tr>
<th>Sex</th>
<th>Washington Total</th>
<th>Percent WA</th>
<th>U.S.</th>
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</thead>
<tbody>
<tr>
<td>Male</td>
<td>2,517,665</td>
<td>49.5</td>
<td>48.4</td>
</tr>
<tr>
<td>Female</td>
<td>2,564,135</td>
<td>50.5</td>
<td>51.6</td>
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</table>

<table>
<thead>
<tr>
<th>Race</th>
<th>Washington Total</th>
<th>Percent WA</th>
<th>U.S.</th>
</tr>
</thead>
<tbody>
<tr>
<td>White alone</td>
<td>4,192,121</td>
<td>82.5</td>
<td>77.1</td>
</tr>
<tr>
<td>Black or African American</td>
<td>181,640</td>
<td>3.6</td>
<td>12.7</td>
</tr>
<tr>
<td>American Indian and Alaska</td>
<td>66,627</td>
<td>1.3</td>
<td>0.8</td>
</tr>
<tr>
<td>Asian alone</td>
<td>312,609</td>
<td>6.2</td>
<td>4.3</td>
</tr>
<tr>
<td>Native Hawaiian and Other</td>
<td>26,388</td>
<td>0.5</td>
<td>0.2</td>
</tr>
<tr>
<td>Some Other Race</td>
<td>97,356</td>
<td>1.9</td>
<td>3.0</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>204,569</td>
<td>4.0</td>
<td>2.2</td>
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</table>

### Hispanic Origin

<table>
<thead>
<tr>
<th>Hispanic or Latino</th>
<th>Washington Total</th>
<th>Percent WA</th>
<th>U.S.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Hispanic or Latino</td>
<td>342,599</td>
<td>6.7</td>
<td>11.7</td>
</tr>
<tr>
<td>White alone, Not Hispanic or Latino</td>
<td>4,739,201</td>
<td>66.3</td>
<td>83.3</td>
</tr>
</tbody>
</table>

### Citizens, 25 Years and Over

<table>
<thead>
<tr>
<th>Citizens for Whom Poverty Status is Determined</th>
<th>Washington Total</th>
<th>Percent WA</th>
<th>U.S.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's degree or higher</td>
<td>1,538,938</td>
<td>34.4</td>
<td>31.2</td>
</tr>
<tr>
<td>Below poverty level (poverty rate)</td>
<td>4,980,039</td>
<td>81.2</td>
<td>65.9</td>
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</tbody>
</table>

### Households

<table>
<thead>
<tr>
<th>Households</th>
<th>Washington Total</th>
<th>Percent WA</th>
<th>U.S.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Households with income $100,000 or more</td>
<td>746,949</td>
<td>29.4</td>
<td>25.4</td>
</tr>
</tbody>
</table>

\(^1\) 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.

Source: 2015 American Community Survey

[www.census.gov](http://www.census.gov)

For congressional district estimates and more information visit:

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

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<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>638,492</td>
</tr>
<tr>
<td>Black or African American Alone</td>
<td>43,504</td>
</tr>
<tr>
<td>Two or more races</td>
<td>37,081</td>
</tr>
</tbody>
</table>
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.

PEW RESEARCH CENTER
Education
Tafona Ervin, Executive Director, Graduate Tacoma
### 3rd Grade Reading

#### Baseline to Current

**Third Grade Literacy (SBAC)**

- **2015**: 42%
- **2018**: 49%

#### Multi-Year Trends

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>27%</td>
</tr>
<tr>
<td>2016</td>
<td>28%</td>
</tr>
<tr>
<td>2017</td>
<td>34%</td>
</tr>
<tr>
<td>2018</td>
<td>34%</td>
</tr>
</tbody>
</table>

#### 3rd Grade Reading (2014-15 - 2017-2018)

- The percent of students who met standard for SBA ELA.
- Rates based on fewer than 10 students (<10) are censored to protect student privacy.
- Source: Office of Superintendent of Public Instruction.
- Updated: 10/18/2018

#### Additional Information

- Learn more at: www.GraduateTacoma.org/Data

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<table>
<thead>
<tr>
<th>Indicator</th>
<th>3rd Grade Reading</th>
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</thead>
<tbody>
<tr>
<td><strong>Year</strong></td>
<td>2018</td>
</tr>
<tr>
<td><strong>Poverty</strong></td>
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<tr>
<td>Non-Poverty</td>
<td></td>
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<tr>
<td>Poverty</td>
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</tr>
<tr>
<td>Tacoma</td>
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</tr>
<tr>
<td><strong>Race</strong></td>
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</tr>
<tr>
<td>Asian</td>
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<tr>
<td>Black</td>
<td></td>
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<tr>
<td>Latinx</td>
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<tr>
<td>Multi-Racial</td>
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<tr>
<td>Native American</td>
<td></td>
</tr>
<tr>
<td>Pacific Islander</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td></td>
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<tr>
<td><strong>Gender</strong></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td></td>
</tr>
<tr>
<td><strong>School</strong></td>
<td></td>
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<tr>
<td>Arlington</td>
<td></td>
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<tr>
<td>Bates</td>
<td></td>
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<tr>
<td>Birch Bay</td>
<td></td>
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<tr>
<td>Buxton</td>
<td></td>
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<tr>
<td>Browns Point</td>
<td></td>
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<tr>
<td>Bryant</td>
<td></td>
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<tr>
<td>Crescent Heights</td>
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<tr>
<td>Delong</td>
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<tr>
<td>Downing</td>
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<tr>
<td>Edison</td>
<td></td>
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<tr>
<td>Faycott</td>
<td></td>
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<tr>
<td>Fern Hill</td>
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<tr>
<td>Gilman</td>
<td></td>
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<tr>
<td>Grant</td>
<td></td>
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<tr>
<td>Helen B. Stanford School</td>
<td></td>
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<tr>
<td>Jefferson</td>
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<td>Larchmont</td>
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</tbody>
</table>
COLLEGE ENROLLMENT

Learn more at: www.GraduateTacoma.org/Data
Program Highlight: Male Involvement Program
John Levi, Program Manager
Male Involvement Program

30,392 Students in Tacoma

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>11,804</td>
<td>White Students</td>
</tr>
<tr>
<td>4,468</td>
<td>Black Students</td>
</tr>
<tr>
<td>2,279</td>
<td>Black Males</td>
</tr>
<tr>
<td>2,189</td>
<td>Black Females</td>
</tr>
</tbody>
</table>

- Across 67 Schools
# Male Involvement Program

## 1,600 Teachers in Tacoma

<table>
<thead>
<tr>
<th>White Teachers</th>
<th>Black Teachers</th>
<th>Black Female Teachers</th>
<th>Black Male Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,313</td>
<td>78</td>
<td>57</td>
<td>21</td>
</tr>
</tbody>
</table>

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

MultiCare
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)

- 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
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)
Environment
Ryan Mello, Executive Director, 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 Mohai, Professor at the University of Michigan’s School of Natural Resources & Environment
The Effects of Environmental Racism

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.

Garbage Removal
Some areas have inadequate access to garbage removal services and other environmental amenities.

Water Pollution
In Flint, Michigan, a majority African-American area, lead poisoning in the water supply led to crises. Other impoverished areas may face a similar dilemma.

Physical Effects
Contaminated water can cause skin rash, hair loss, and other health issues.

Air Pollution
Air pollution from factories can lead to respiratory infections, cardiovascular disease, asthma, 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, birth rates 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.
Local Health Disparities
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

<table>
<thead>
<tr>
<th></th>
<th>Interns</th>
<th>Hired Staff in past 3 years</th>
<th>Leadership</th>
<th>Board Slots</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NGOs</strong></td>
<td><img src="image1.png" alt="Graph" /></td>
<td><img src="image2.png" alt="Graph" /></td>
<td><img src="image3.png" alt="Graph" /></td>
<td><img src="image4.png" alt="Graph" /></td>
</tr>
<tr>
<td></td>
<td>22.5% are people of color</td>
<td>12.8% are people of color</td>
<td>12% are people of color</td>
<td>4.6% are people of color</td>
</tr>
</tbody>
</table>

| **Government Agencies**  | ![Graph](image5.png) | ![Graph](image6.png) | ![Graph](image7.png) | ![Graph](image8.png) |
|                          | 22.5% are people of color | 11.7% are people of color | 19% are people of color | 6.9% are people of color |

| **Foundations**          | ![Graph](image9.png) | ![Graph](image10.png) | ![Graph](image11.png) | ![Graph](image12.png) |
|                          | 36.4% are people of color | 17.1% are people of color | 12.4% are people of color | 13.3% are people of color |

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
Program Highlight
Career Empowerment Academy
Monique Dubose, Career/Resiliency Coach
CAREER EMPOWERMENT ACADEMY

GUEST SPEAKERS
- Kat Flores, City of Tacoma
- Lewis Cooper, Port of Tacoma
- John Gaines, TPU
- Mark Wheeler, Sound Transit
- Korbett Mostley, 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

Receive a stipend for completion!

Construction | Government | Transportation | Education | Health Care | IT
Asset Building / Financial Capability

T’wina Nobles, President and CEO
TACOMA SCORECARD

PROSPERITY NOW 2018 LOCAL REPORT

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

EMPLOYMENT
64
64% Labor Participation
7.8% Unemployed

OWN A HOME
33
33% Own a Home

EDUCATION
16
16% Bachelors or Higher
90% Completed HS

CREDIT
59
59% Approved for Credit

1. Institute for Policy Studies (IPS) and the Corporation For Economic Development (CFED)
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
State of Black Tacoma

This is us. Our Community.