

IDS 560 Analytics Strategy and Practice

Capstone Project Report Spring 2023

Project #7

Client: Rooshey Hasnain

Dept. of Disability & Human Development

Analysis of Employment Disparities Among Disabled People within various Ethnic and Racial Backgrounds

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Introduction:

The United States has significantly reduced employment disparities among disabled individuals. However, there remains a stark difference in the employment rates between disabled and non-disabled individuals, particularly those from different ethnic and racial backgrounds. According to the US Census Bureau, the unemployment rate for disabled individuals in 2020 was 12.6%, compared to 6.0% for non-disabled individuals. Moreover, disabled individuals from minority ethnic and racial backgrounds experience even higher unemployment rates.

This project aims to analyze the employment disparities among disabled individuals from different ethnic and racial backgrounds using data from the US Census Bureau. The report will focus on the employment, education, health coverages, citizenship, and income levels of disabled individuals from various ethnic and racial backgrounds, specifically middle-eastern ancestries. The report will also examine income to poverty levels, housing, and social security benefits of individuals with and without disabilities.

The findings of this report will contribute to a better understanding of the employment disparities faced by disabled individuals from different ethnic and racial backgrounds. Moreover, the report will provide insights into the policies and programs that can be implemented to reduce employment disparities and promote equal employment opportunities for all disabled individuals.

According to our client,

The importance of Middle Eastern studies lies in the fact that people from this region have been historically underrepresented in research studies, particularly when it comes to disability studies. As a result, there is a lack of understanding of the unique challenges and strengths of individuals with disabilities from Middle Eastern backgrounds. This can lead to a lack of appropriate support and services for these individuals.

Moreover, research studies focusing on disability in other ethnic groups, such as Hispanic or African origin, cannot necessarily be applied to individuals with Middle Eastern ancestry. Middle Eastern cultures and societies have their unique values, beliefs, and practices regarding disability, which need to be taken into consideration when designing and implementing disability-related services and policies.

Therefore, it is critical to conduct research and studies focusing on disability among individuals of Middle Eastern ancestry to improve our understanding of their unique needs and to develop interventions and support programs that are culturally appropriate and effective.

Problem Statement:

Use public data sets to run data analytics to show employment disparities among people with disabilities from diverse ethnic and racial backgrounds.

Data Sources:

The US Census Bureau's American Community Survey (ACS) is a critical data source that provides valuable insights into the socio-economic characteristics of individuals and households in the United States. For this project, we will utilize the ACS 5-year estimates Microdata from 2021 to examine employment disparities among disabled individuals from various ethnic and racial backgrounds. The ACS data includes a broad range of information, including employment status, citizenship, poverty, housing, insurance, social security benefits, and disability status, enabling us to analyze the employment disparities faced by disabled individuals comprehensively. Moreover, the ACS data is collected from a large sample of households nationwide, making it an authoritative and reliable source of information. Together, these sources of information will enable us to understand the employment disparities experienced by disabled individuals from different ethnic and racial backgrounds and provide insights into strategies that can be implemented to promote equal employment opportunities for all individuals.

- Data Source: [US Census Data, 2021 5-Year Estimate Microdata Sample](#).

Data Variables:

- Age: 16 - 64 age group is chosen as they belong to working age population of US.
- Our data excludes people in armed forces or veterans.
- Disability: US government has classified disability in to below six categories
 - Hearing Disability
 - Visual Disability
 - Cognitive Disability
 - Ambulatory Disability
 - Self-Care Disability
 - Independent Living Disability
- Ancestry: We have narrowed down our research to below list of ten ancestries
 - Armenian
 - Iranian
 - Iraqi
 - Jordanian
 - Kurdish
 - Lebanese
 - Palestinian
 - Syrian
 - Turkish
 - Yemeni

- Employment: The shortlisted variables for employment
 - Unemployed
 - Employed and at work
 - Employed but not at work
 - Not in Labor Force
- Citizenship: The shortlisted variables for citizenship
 - Citizens by Birth
 - Citizens by Naturalization
 - Not Citizens
- Education: The shortlisted variables for Educational Attainment
 - No Educational Attainment
 - GED or Equivalent Attainment
 - UG or Bachelors attainment
 - PG or Masters Attainment
 - PHD or Doctorate Attainment
- Insurance Coverage:
 - Insurance Coverage(any)
 - Private Insurance Coverage
 - Medicaid, Medical Assistance
- Food Stamps
- Social Security Benefits:
 - Supplementary Security Income (SSIP)
 - Social Security Income (SSP)
- Wages Income: We have classified the ages income into ranges as below
 - Between \$0 - \$50K
 - Between \$50K - \$100K
 - Between \$100K - \$500K
 - Between \$500K - \$1M
- Income to Poverty Ratio:
 - Under 25%
 - Under 50% and over 25%
 - Under 75% and over 50%
 - Under 100% and over 75%
- Marital Status:
 - Never Married or Single
 - Married
 - Married and Divorced
 - Married and Widowed
 - Married and Separated
- Housing:
 - Own house
 - Own house with mortgage
 - Rented house
 - Occupied House, no rent

- Transportation:
 - Public Transport
 - Private Transport
 - Work From Home
- English Speaking ability
 - Doesn't speak English
 - Speaks Very Well
 - Speaks Well
 - Speaks Not Well
- Household Language
 - Languages spoken at home
- Race: What races do the people from the selected ancestries identify themselves into

Data Collection and Preparation:

We have downloaded the data with and without disability for both United States and Illinois as per the client's request. We have developed an excel with detailed data sheets for each variable against the shortlisted ancestries. The data set shared includes data variables description.

Data Analysis and Visualization:

Tools: Excel, and Tableau

Tableau is a powerful data visualization tool highly popular among data analysts, business intelligence professionals, and data scientists. Its popularity stems from its ability to create visually appealing and interactive visualizations quickly and easily from complex data sets. With Tableau, users can create dashboards, charts, and graphs that help them to understand better and communicate their data insights. Additionally, Tableau allows users to connect to various data sources, including spreadsheets, databases, and cloud-based services, making it a versatile tool for analyzing data from various sources. Overall, Tableau's ease of use, flexibility, and extensive feature set make it a top choice for data visualization.

Excel is a widely used spreadsheet program that offers robust data visualization capabilities. It allows users to create simple to complex visualizations that can help them to identify patterns, trends, and insights in their data. Excel's charting tools are particularly powerful, allowing users to create bar charts, line graphs, scatter plots, and more. Additionally, Excel allows users to format and customize their visualizations to suit their needs. Excel's pivot tables also offer a powerful way to quickly summarize and analyze large amounts of data. Excel's flexibility, ease of use, and familiarity make it a popular choice for data visualization, particularly for those already familiar with the program.

Findings:

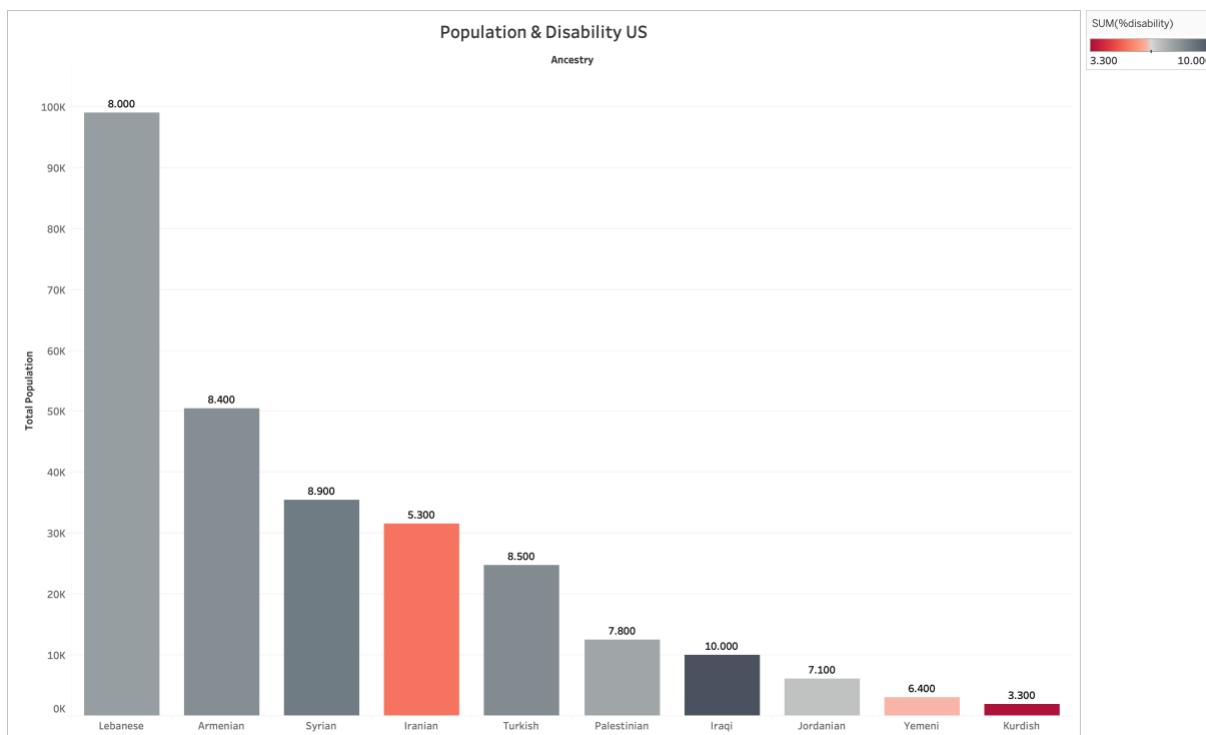
United States

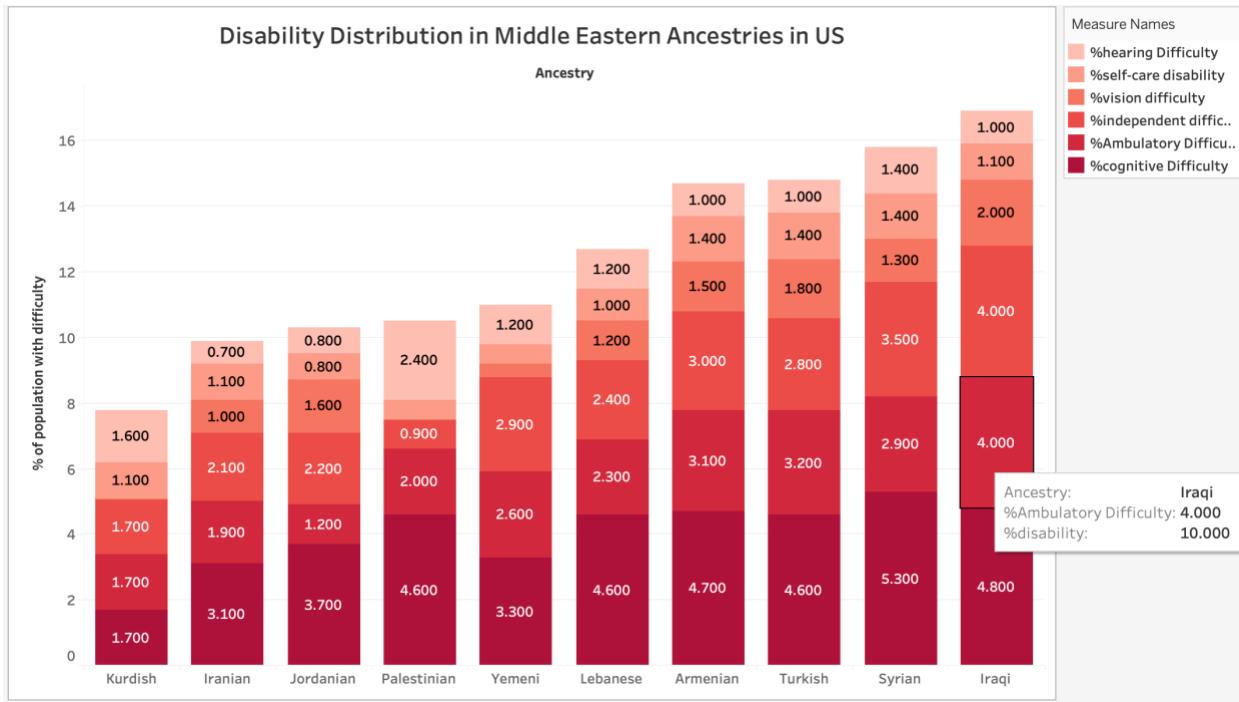
During our analysis, we have made several visualizations and charts to understand the data obtained from census website. Below are our findings for United States.

- Lebanese is with highest; Kurdish is with lowest population.
- Iraqi has the highest, Kurdish has the lowest % of disabled people.
- Many people have multiple disabilities.
- Cognitive disability is highest in all the ancestries with an average of 4% in each.

Ancestries, Population, and Disability - American Community Survey 2021 - Micro Sample Data

Poverty	Employment	Citizenship	Income	Social and Suppleme..	Education	Hosuing	Transportation
274,403						21,775	
<i>Total Mdat Sample Population</i>						<i>Total Mdat Sample Population with Disability</i>	
98,790	50,368	35,400	31,295	24,756			
<i>Lebanese Population</i>	<i>Armenian Population</i>	<i>Syrian Population</i>	<i>Iranian Population</i>	<i>Turkish Population</i>			
12,581	9,994	6,143	3,122	1,954			
<i>Palestinian Population</i>	<i>Iraqi Population</i>	<i>Jordanian Population</i>	<i>Yemeni Population</i>	<i>Kurdish Population</i>			

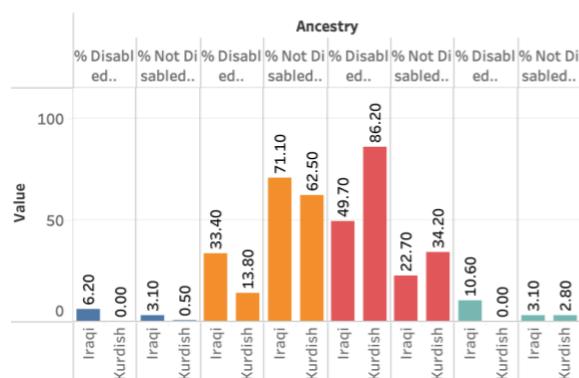




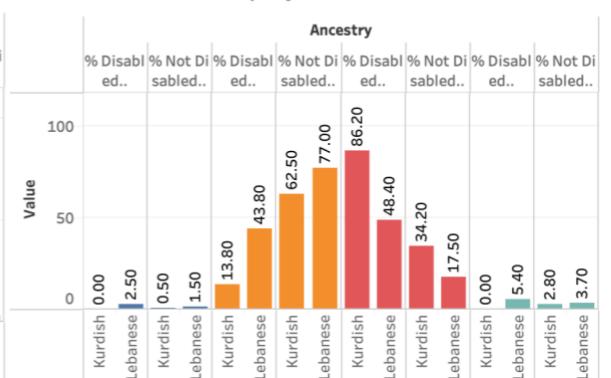
Employment:

- Kurdish has lowest population and low disability but has highest about 86% of people who are not in Labor force and low employment of only 13% at work.
- Jordanian is with highest % of People at work.
- Yemeni has highest % of people with unemployment, not at work.
- Although Lebanese has highest population about 48% of are not in labor force
- Iraqi has the highest, disable people, but only 33% of are at work, 50% are not even in labor force.

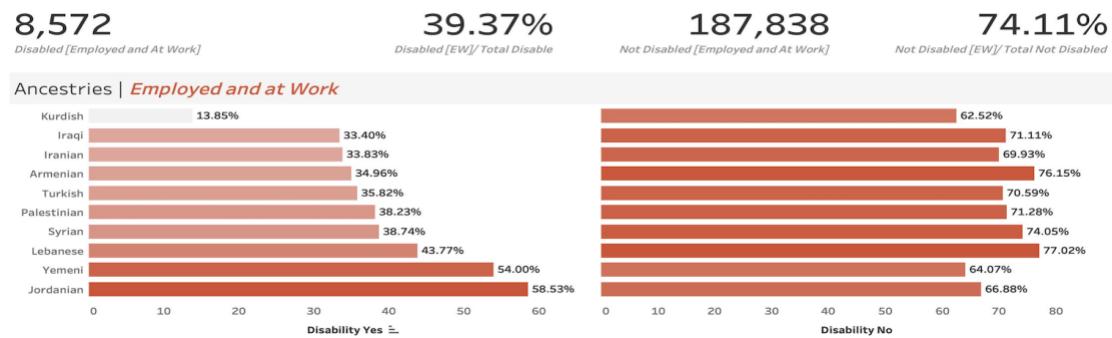
Top and Low Disability Ancestries and their Employment US



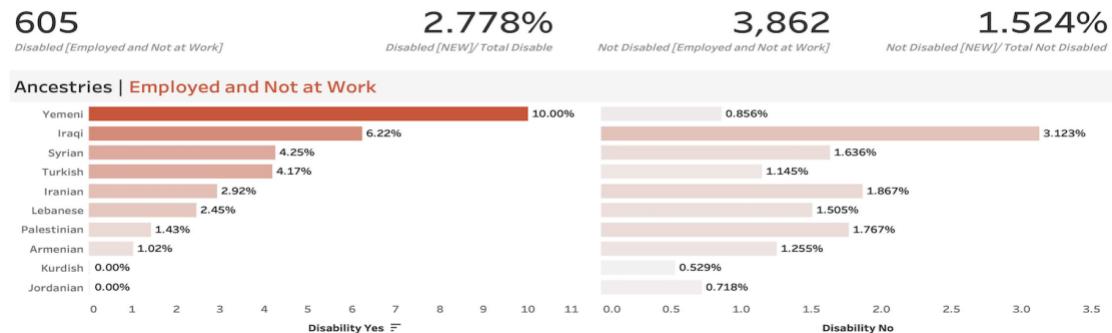
Top and Low Populated Ancestries and their Employment US



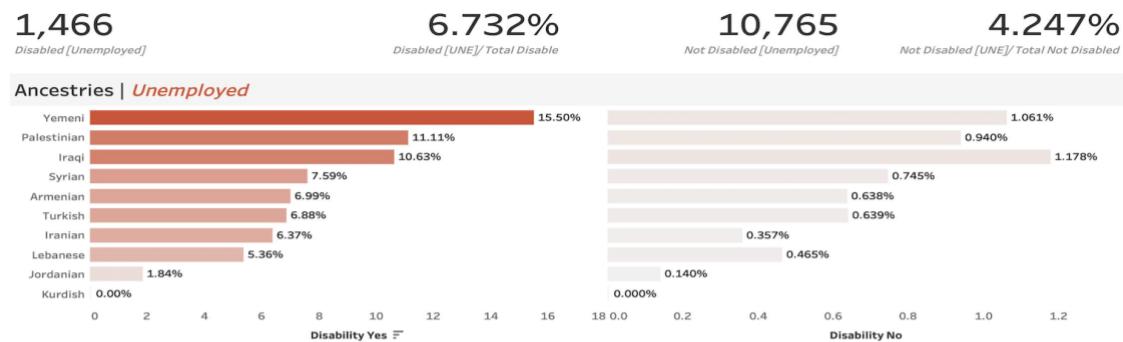
Distribution of People who are **Employed** and at work!



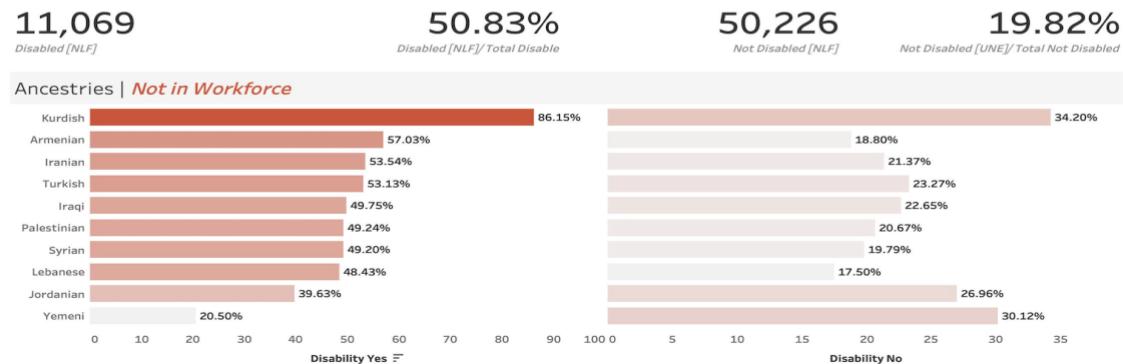
Distribution of People who are **Employed** and Not at work.



Distribution of people who are **Unemployed**



Distribution of People who are **Not in Workforce**



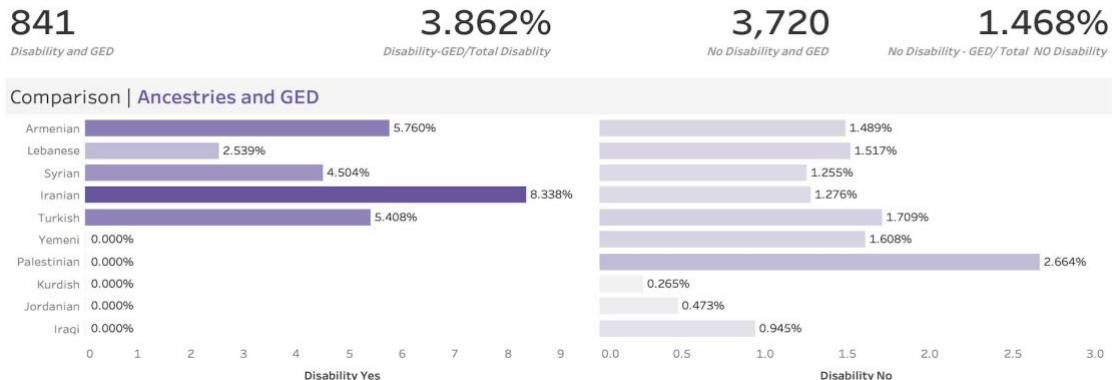
Education

- Iraqi has highest % of disabled people and also, they have highest % of people without any kind of education.
- Yemeni has highest % of people with UG and, they are one of the highest % of disabled people who are at work.
- Jordanian is with highest % of People at work, but with lowest in education.
- Yemeni has highest % of people with unemployment, not at work, but they have highest% of people with UG degree.
- Lebanese has highest population, also they are one of the top ancestries with master's degree.
- Jordanian is with highest % of People at work also highest % with Doctorates.
- Iraqi has the highest, disable people, but None of them have a doctorate.
- Even with highest population Lebanese do not have many people with and without disabilities Doctorate degrees.

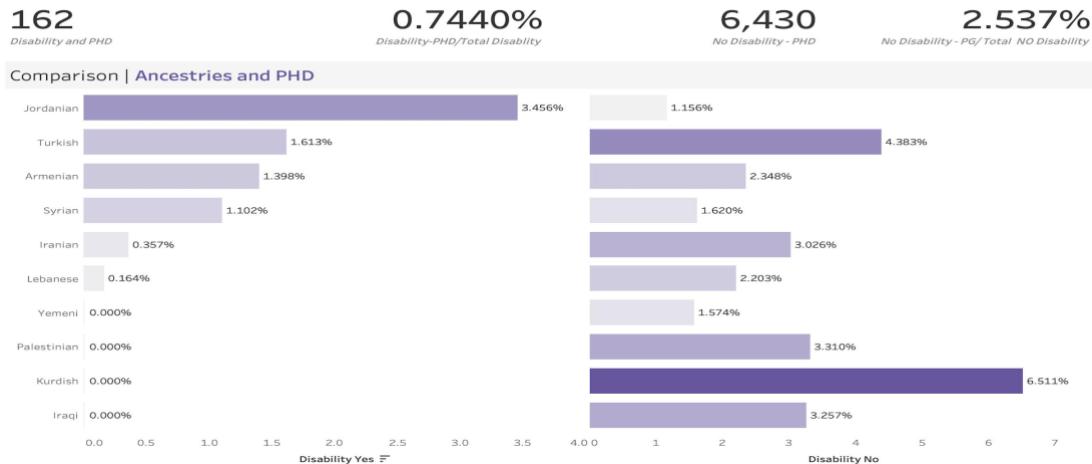
How many people have No School Education?



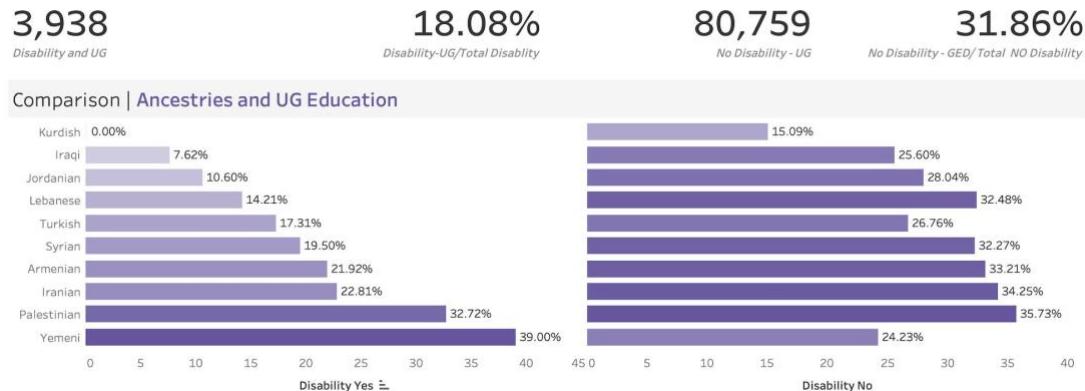
How many people have GED Qualifications?



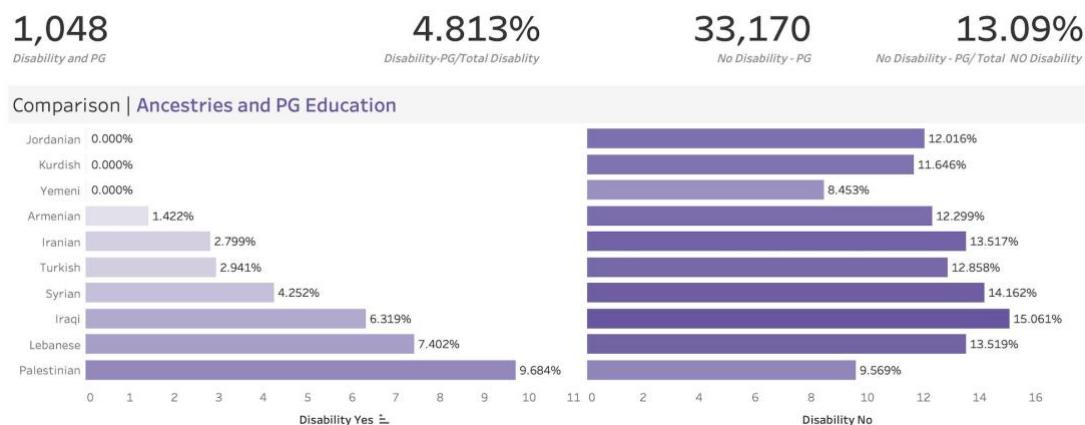
How many people have done PHD?



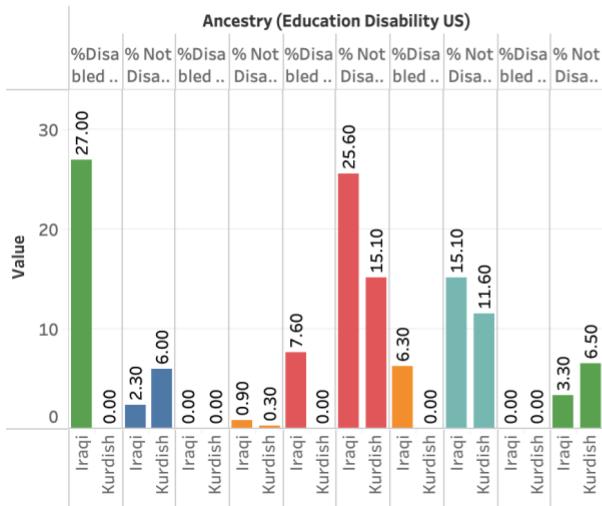
How people have UG Qualifications?



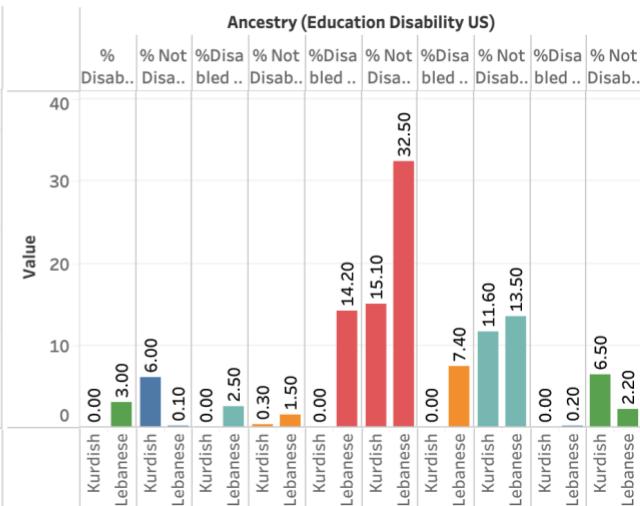
How people have PG Qualification?



Top and Low Disability Education US



Top and Low Population Education US



Income

How are People Distributed when Income < \$50K?

7,395

Disabled - Wage < \$50k

33.96%

Disabled - Wage < \$50k/Total Disabled

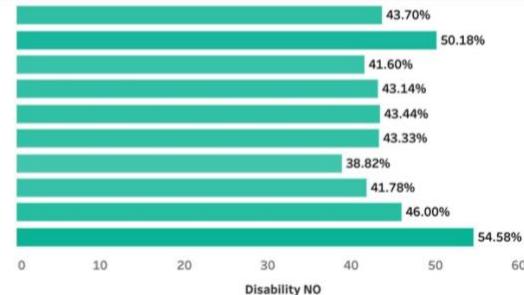
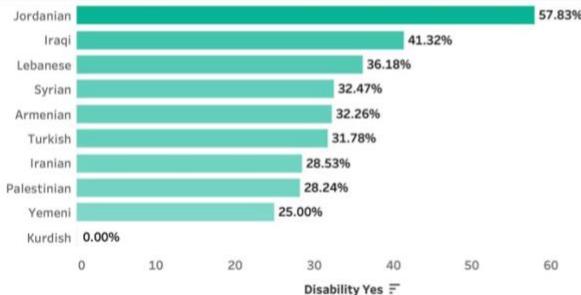
107,640

Not Disabled - Wage < \$50k

42.47%

Not Disabled - Wage < \$50k/Total Not Disabled

Ancestries | Wage < \$50K



How are People Distributed when Income is between \$50K and \$100K?

1,843

Disabled - Wage [\$50K - \$100K]

8.464%

Disabled - Wage [\$50K - \$100K]/Total Disabled

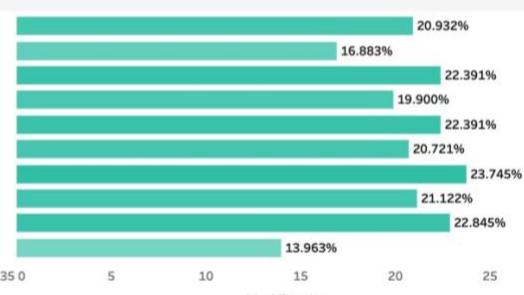
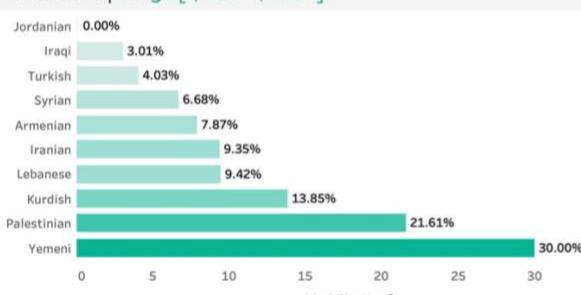
55,884

Not Disabled - Wage [\$50K - \$100K]

22.05%

Not Disabled - Wage [\$50K - \$100K]/Total Not Disabled

Ancestries | Wage [\$50K - \$100K]



How are People Distributed when Income \$100K and \$500K?

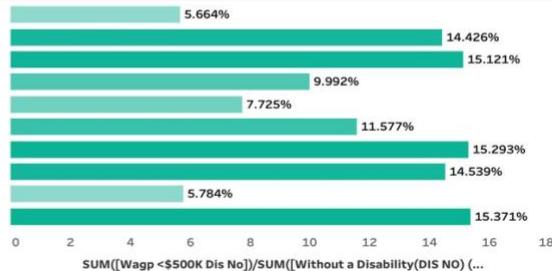
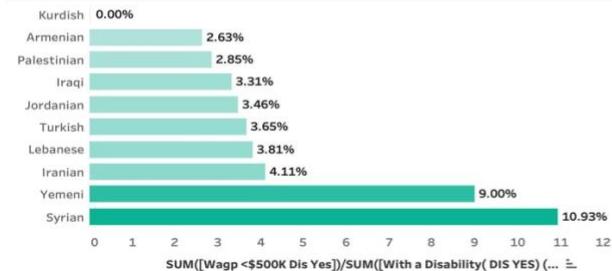
1,000
Disabled - Wage [\$100K - \$500K]

4.592%
Disabled - Wage [\$100K - \$500K]/Total
Disabled

35,928
Not Disabled - Wage [\$100K - \$500K]

14.18%
Not Disabled - Wage < [\$100K - \$500K]/Total
Not Disabled

Ancestries | Wage [\$100K - \$500K]



How are People Distributed when Income between \$500K - \$1000K?

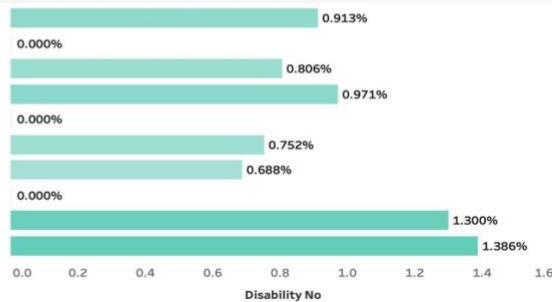
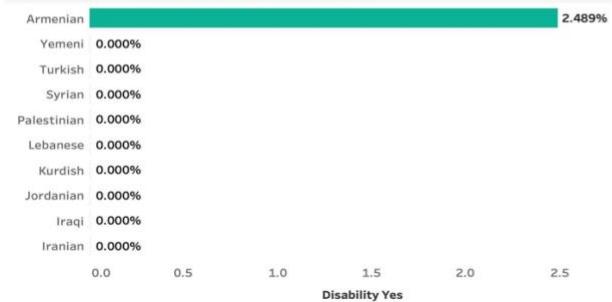
105
Disabled - Wage [\$500K - \$1000K]

0.4822%
Disabled - Wage [\$500K - \$1000K]/Total
Disabled

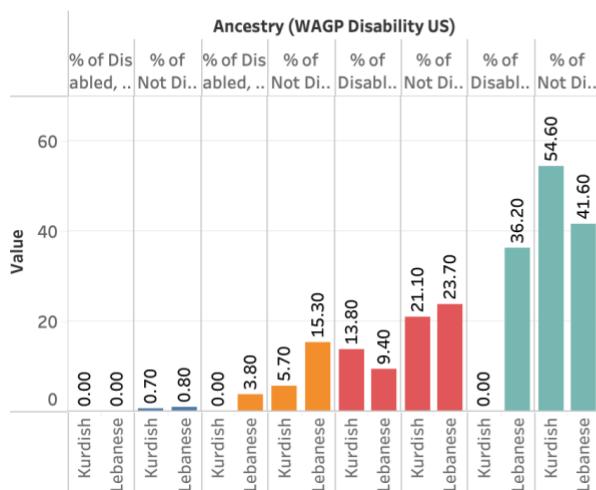
2,149
Not Disabled - Wage [\$500K - \$1000K]

0.8479%
Not Disabled - Wage < [\$500K - \$1000K]/Total
Not Disabled

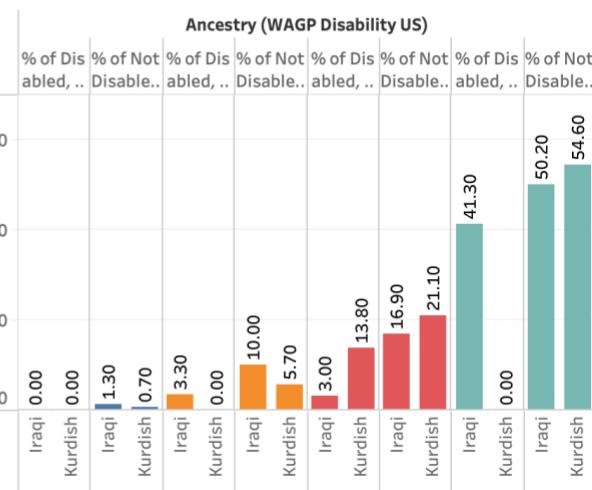
Ancestries | Wage [\$500K - \$1000K]



Top and Low Population Wages Income US



Top and Low Disability Wages Income US



Housing

What percent of people in M.Data own a house?

3,587

Disability and Owning Home

16.47%

Disability-Owning House/Total Disability

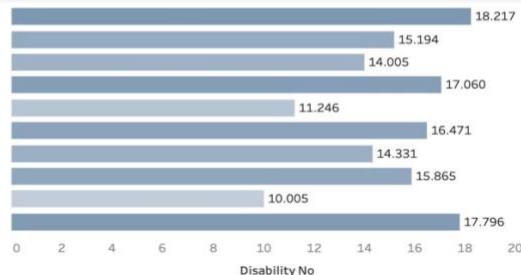
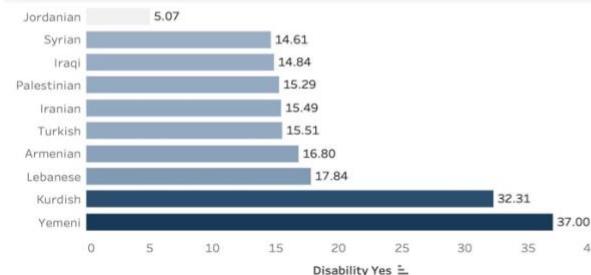
38,091

No Disability - Owning House

15.03%

No Disability - Owning House/Total NO Disability

Comparison | Ancestries and Owning Home



Distribution of People who own house on loan

8,578

Disability and Owning Home - Loan

39.39%

Disability-Owning House on Loan/Total Disability

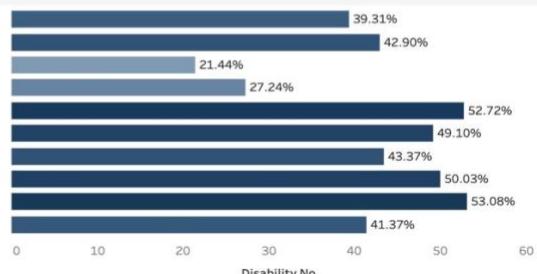
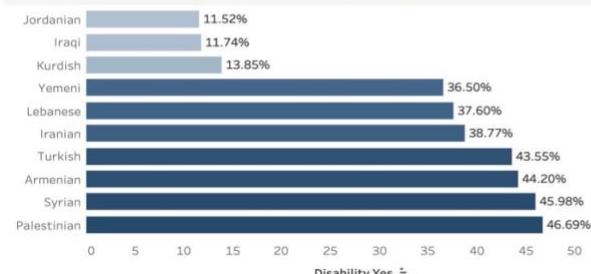
124,988

No Disability - Owning House - Loan

49.31%

No Disability - Owning House Loan/Total NO Disability

Comparison | Ancestries and Owning House on Loan



Distribution of people who rent houses

8,349

Disability and Owning Home - Loan

38.34%

Disability-Renting Home/Total Disability

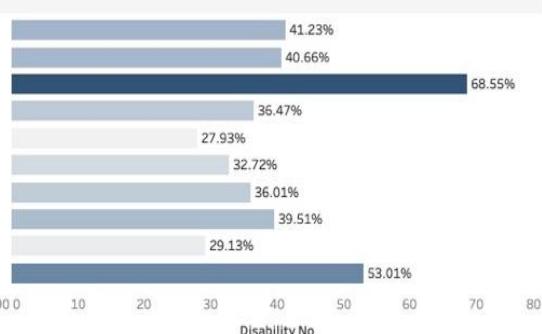
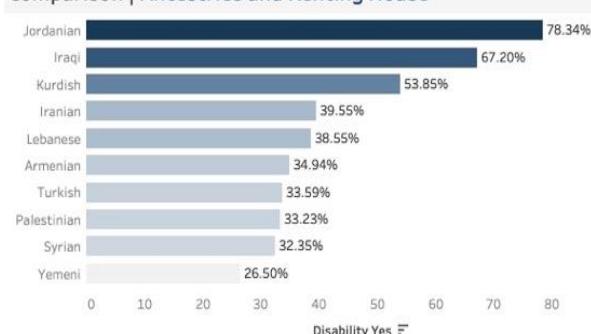
82,529

No Disability - Renting Home

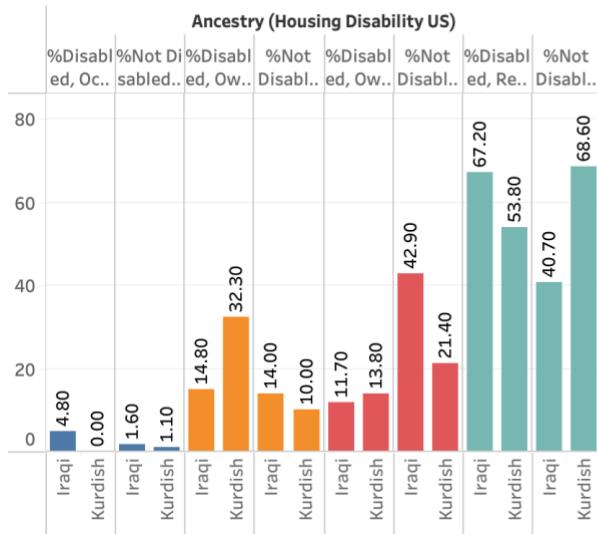
32.56%

No Disability - Renting/Total NO Disability

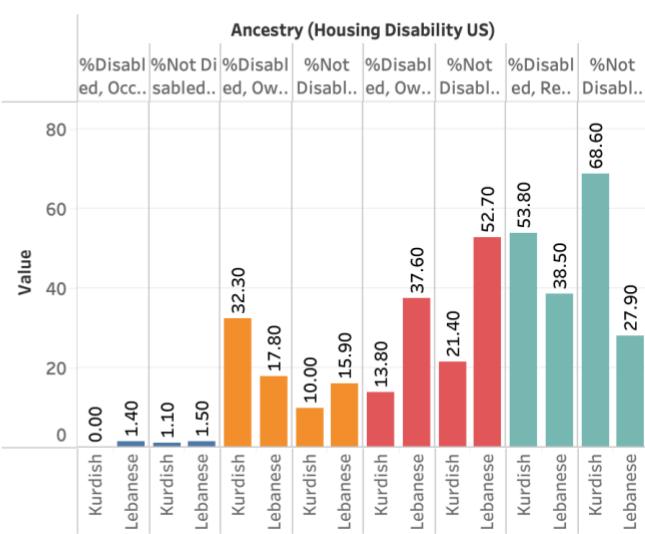
Comparison | Ancestries and Renting House



Top and Low Disability Housing US



Top and Low Population Housing US



Transportation

What percent of people in M.Data own a vehicle?

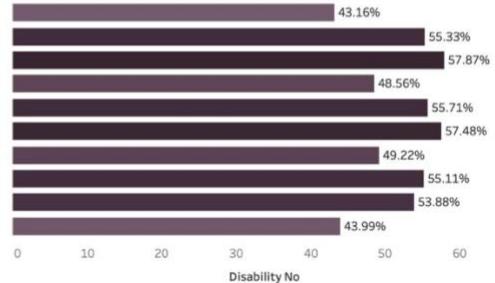
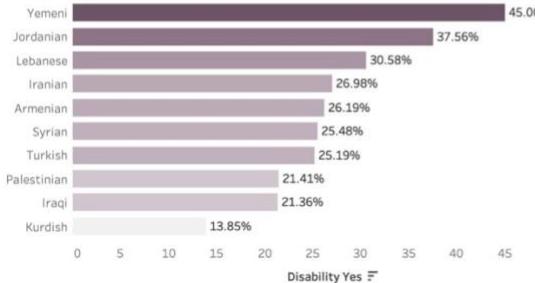
6,004
Disability and Owning Vehicle

27.57%
Disability-Owning Vehicle/Total Disability

139,286
No Disability - Owning Vehicle

54.95%
No Disability - Owning Vehicle/Total NO Disability

Comparison | Ancestries and Owning Vehicle



Distribution of People who use Public Transportation

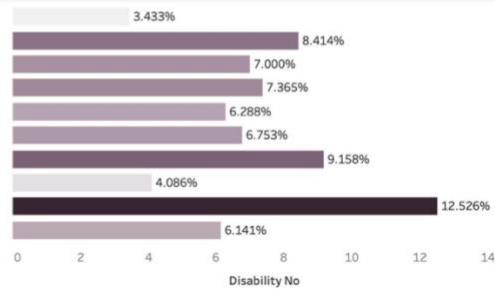
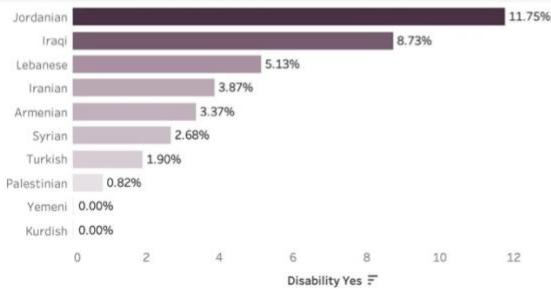
884
Disability and Public Transport

4.060%
Disability-Public Transport/Total Disability

17,663
No Disability - Public Transport

6.969%
No Disability - Public Transport/Total NO Disability

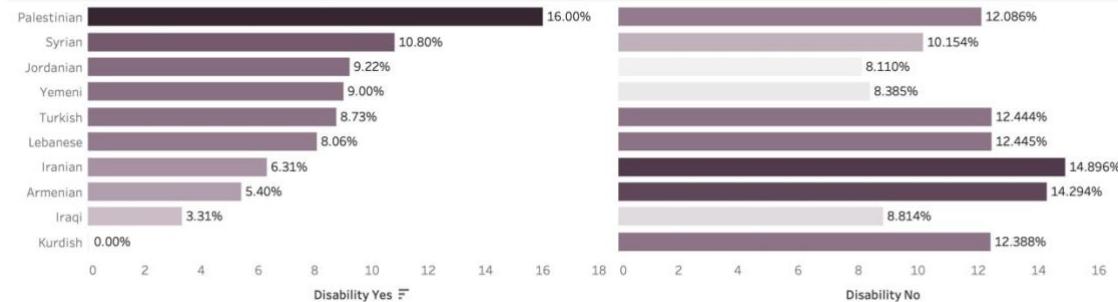
Comparison | Ancestries and Public Transport



Distribution of people who are Working From Home



Comparison | Ancestries and Work From Home

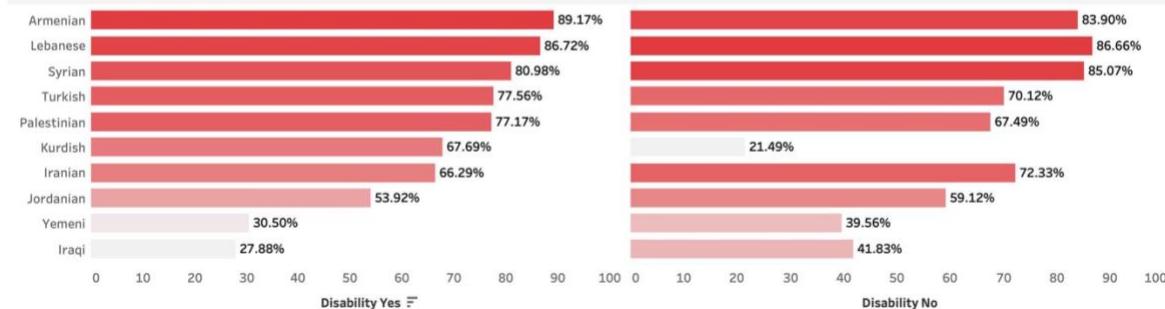


Citizenship

Distribution of People who are Citizens by Birth



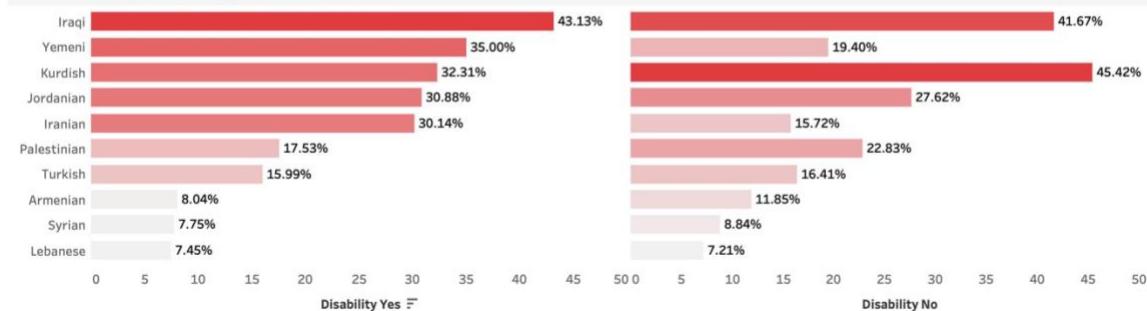
Ancestries | Citizens by Birth



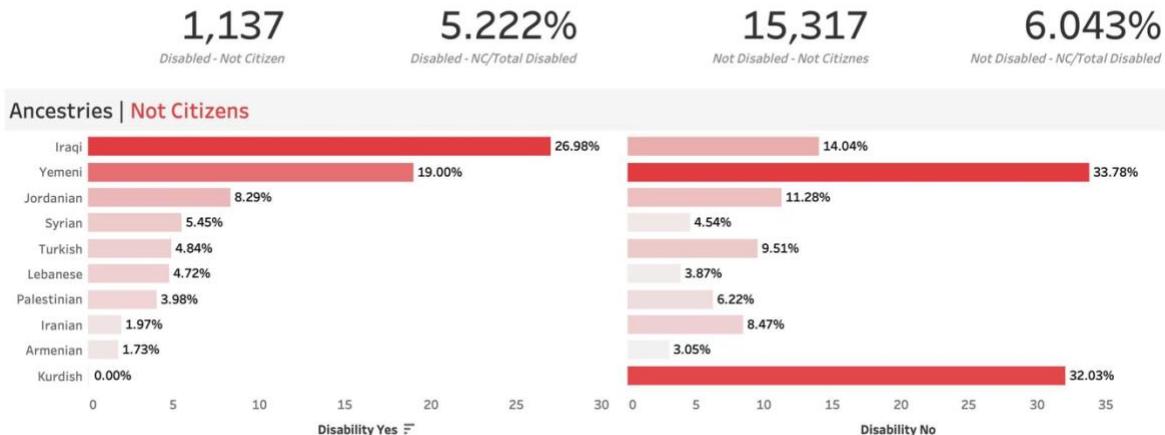
Distribution of People who are Citizens by Naturalization



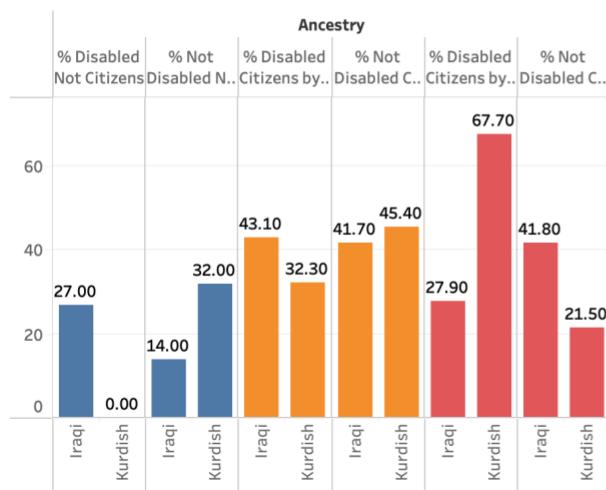
Ancestries | Citizens by Naturalization



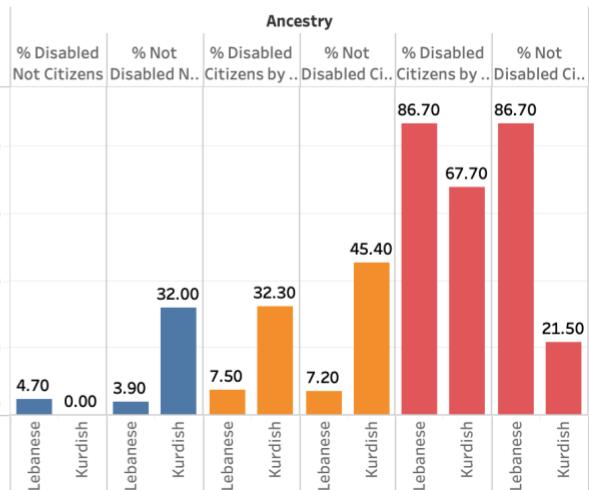
Distribution of people who are **Not Citizens**



Top and Low Disability Ancestries and their Citizenship US

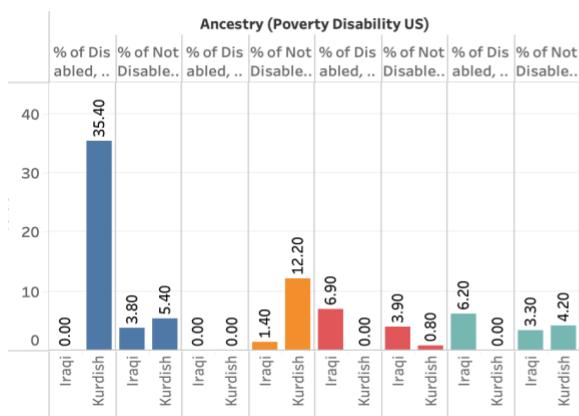


Top and Low Populated Ancestries and their Citizenship US

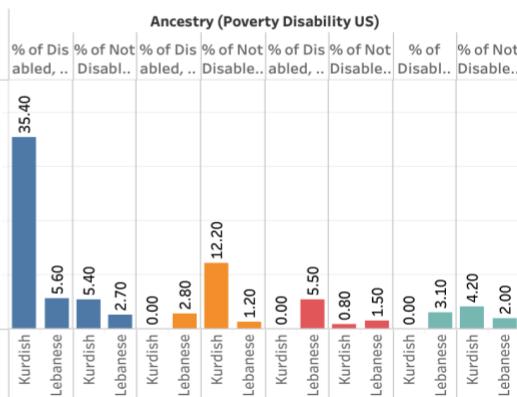


Poverty

Top and Low Disability Poverty US



Top and Low Population Poverty US



How are People Distributed when the Income/Poverty Ratio <=25%

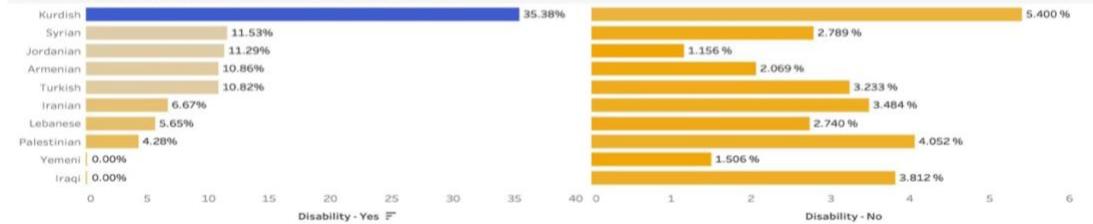
1,725
Disability

7.922%
(I/P<=25%)Disability/Total Disability

7,157
No Disability

2.824%
(I/P<=25%)No Disability/Total No Disability

Comparison | Ancestries and Income to Poverty



How are People Distributed when the Income/Poverty Ratio is [26%-50%]

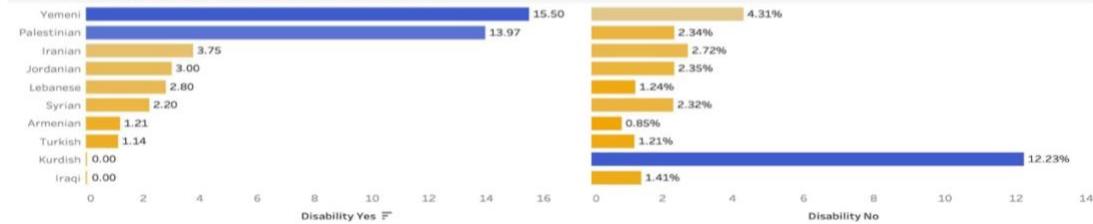
611
Disability

2.806%
Disability - (I/P[26%-50%])/Total Disability

4,245
No Disability

1.675%
No Disability-(I/P[26%-50%]) /Total No Disability

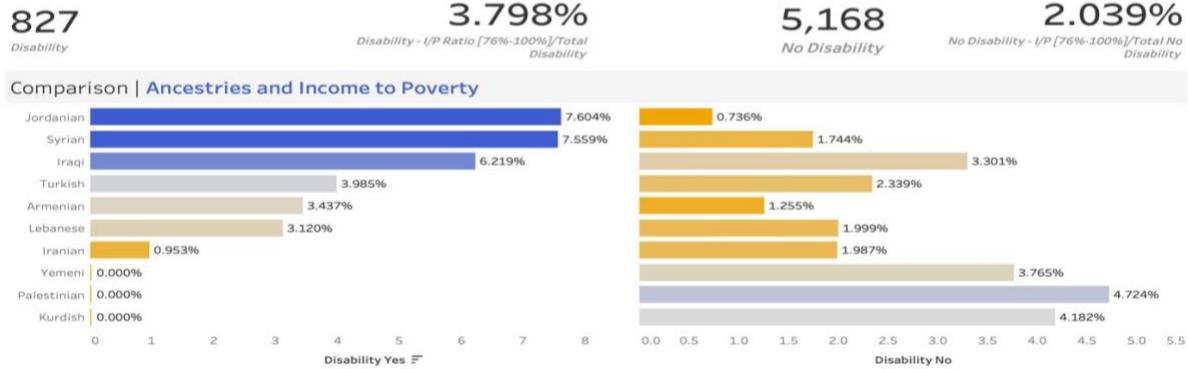
Comparison | Ancestries and Income to Poverty



How are People Distributed when the Income/Poverty Ratio is [51%-75%]?



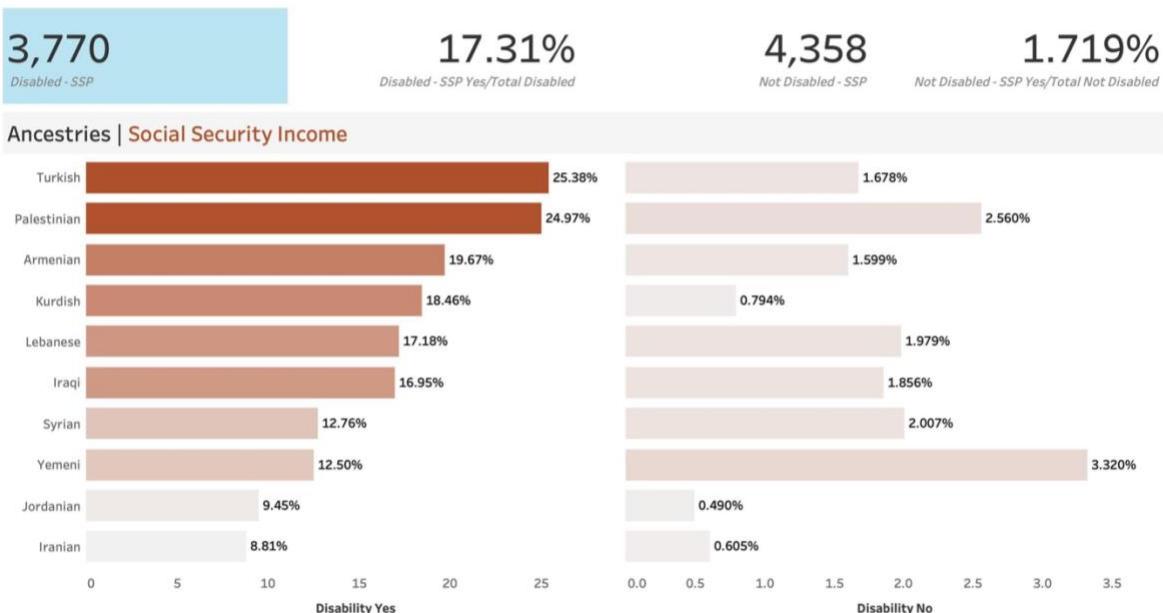
How are People Distributed when the Income/Poverty Ratio is [76%-100%]?



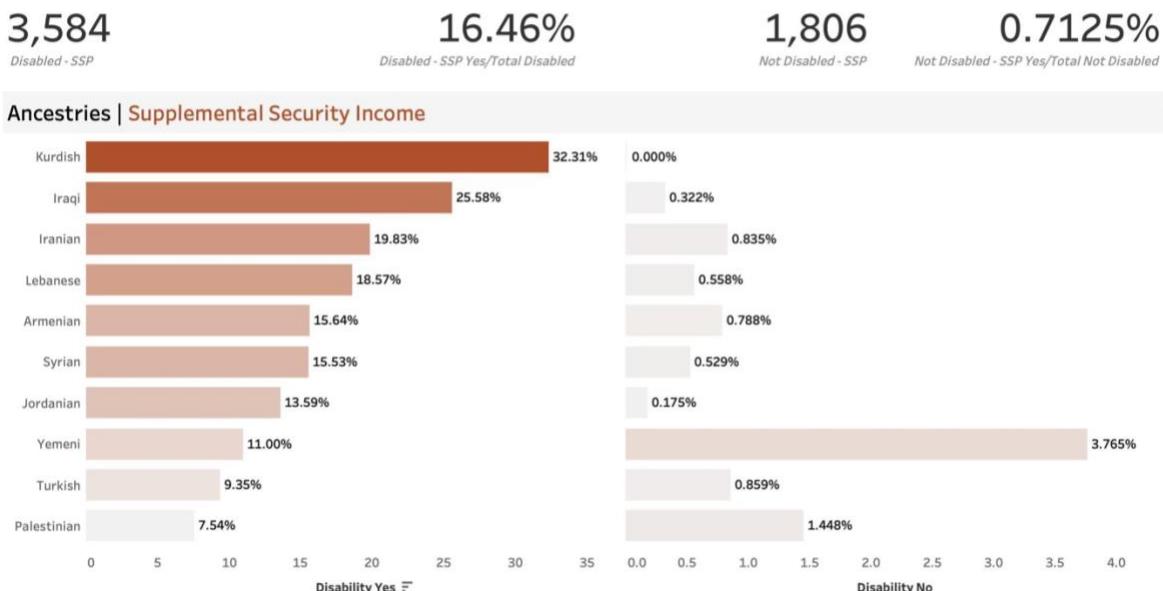
Social Security Benefits

- Iraqi has the highest, disable people, but % of people obtaining both kinds of social security benefits are low.
- Kurdish has Lowest disable people, but they are highest % of people availing SSIP benefits.

Distribution of People who receive Social Security Income



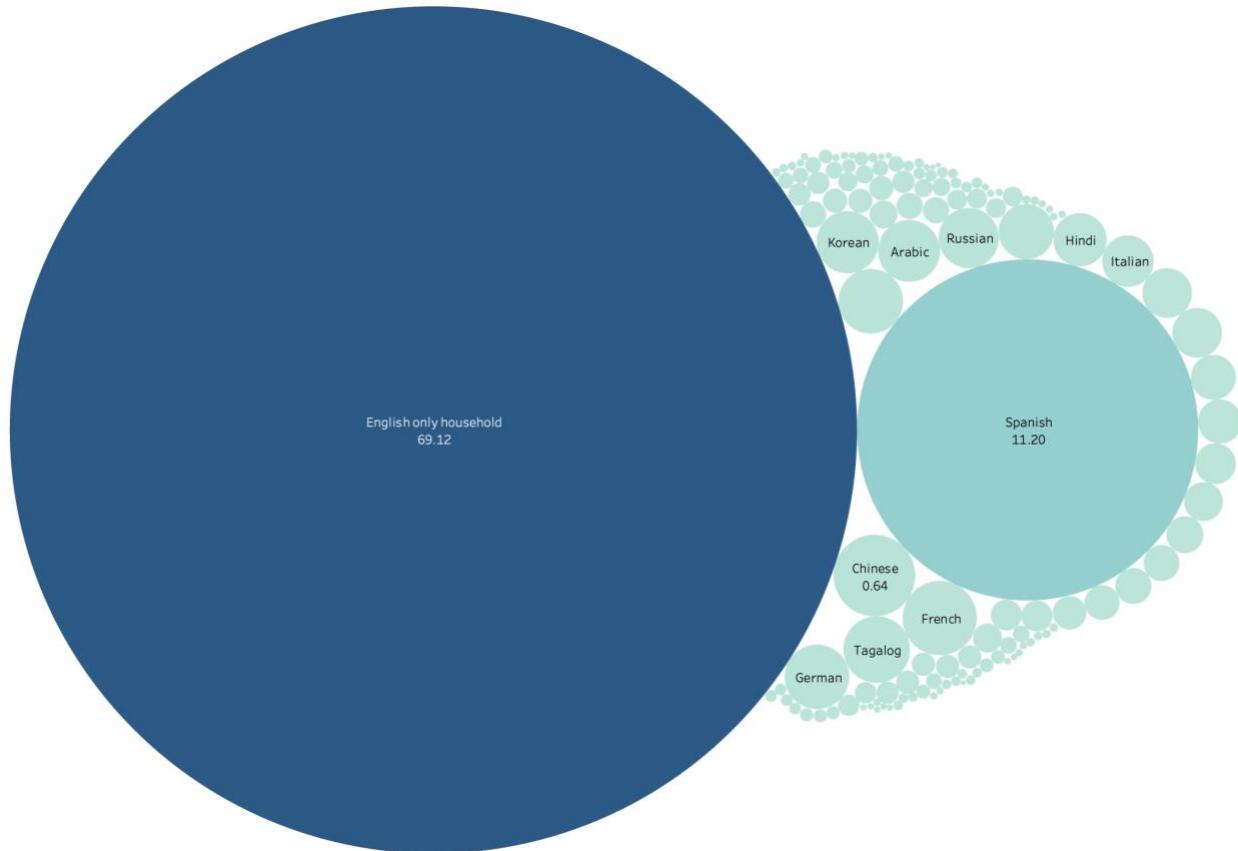
Distrubution of People who receive Supplemental Security Income



Household Languages

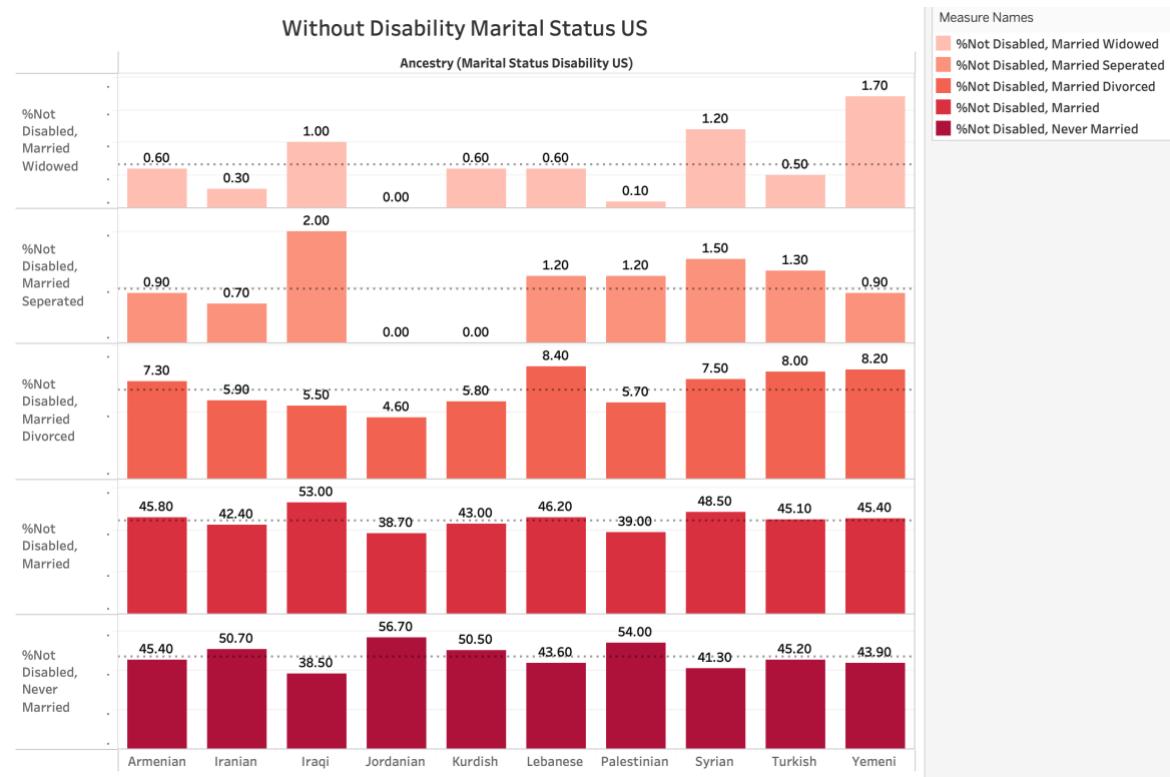
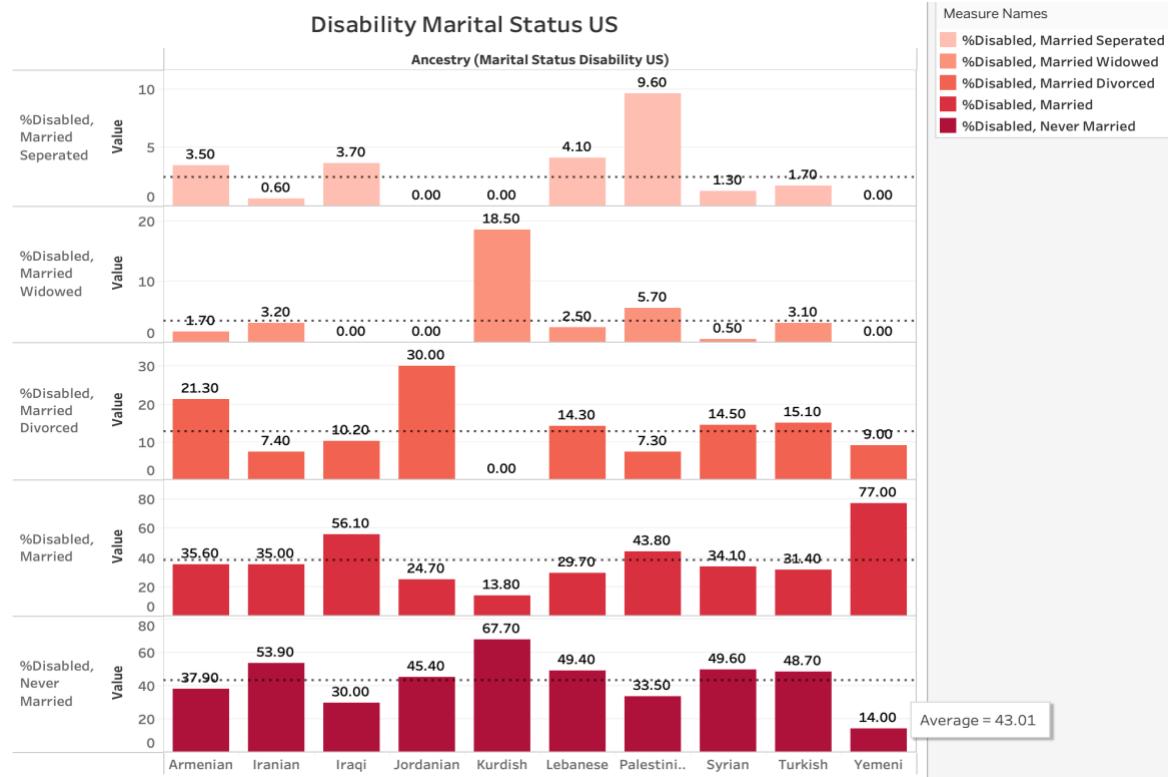
Household Spoken Languages Vs United States

- The visualizations exclude **N/A (GQ/vacant)** type although that has major count as it doesn't provide any insight.
- Below visualizations show the top languages spoken at households in United States and Illinois.
- Tables shows the top 20 languages spoken at households.



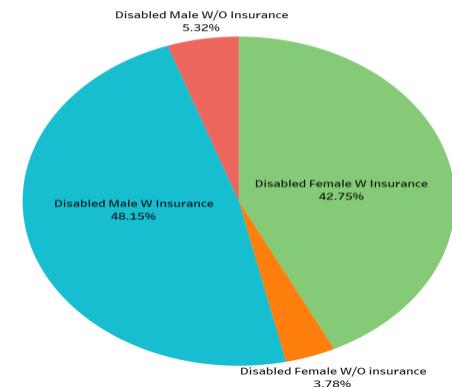
Detailed Household Language(HHLANP)	Value
English only household	69.12
Spanish	11.20
Chinese	0.64
French	0.53
Tagalog	0.43
German	0.41
Vietnamese	0.40
Korean	0.37
Arabic	0.37
Russian	0.35
Portuguese	0.29
Hindi	0.27
Italian	0.26
Mandarin	0.24
Haitian	0.24
Polish	0.20
Japanese	0.19
Cantonese	0.16
Farsi	0.15
Filipino	0.13

Marital Status

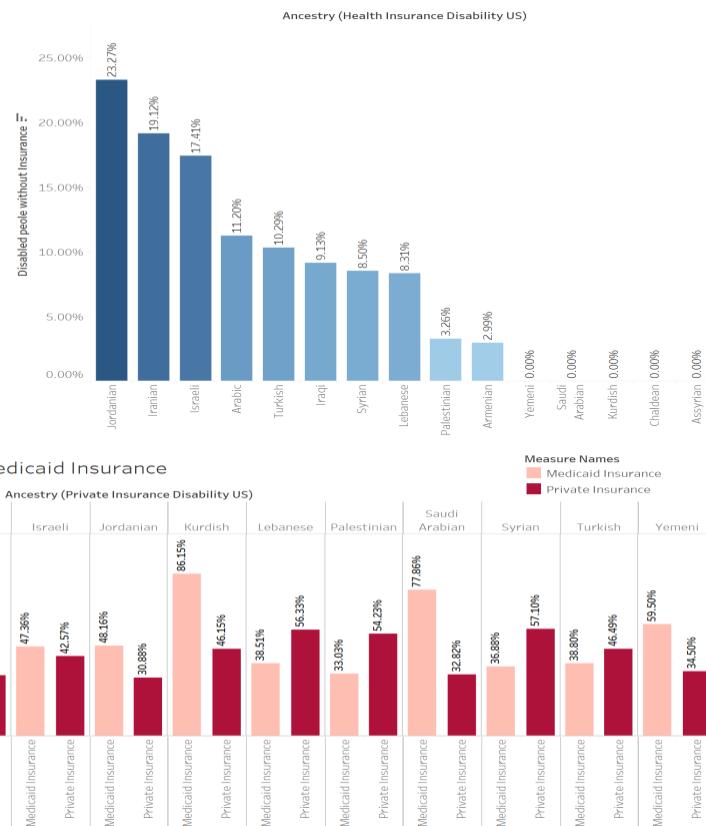


Health Insurance

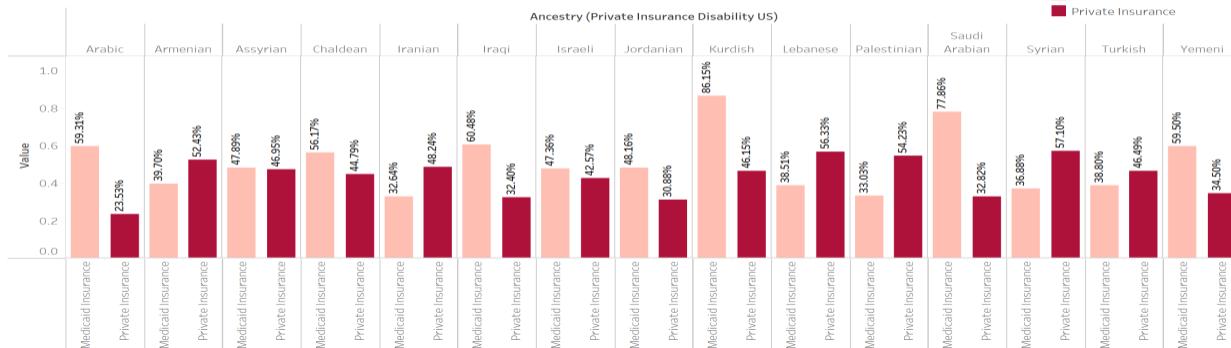
Proportion of Disabled Male and Female with /without Insurance



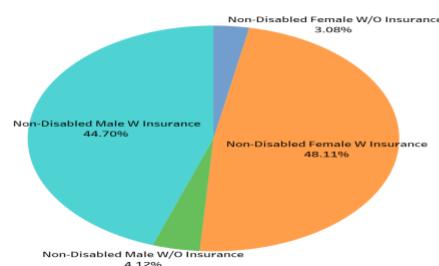
Percent of Disabled people without any Health Insurance



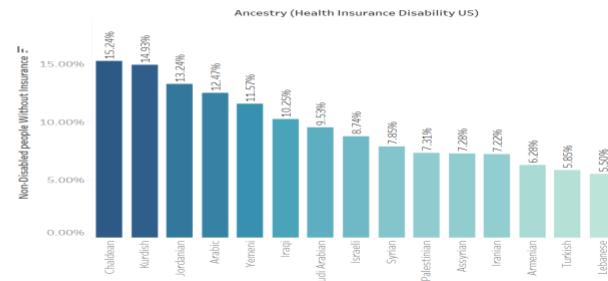
Proportion of Disabled people having Private and Medicaid Insurance



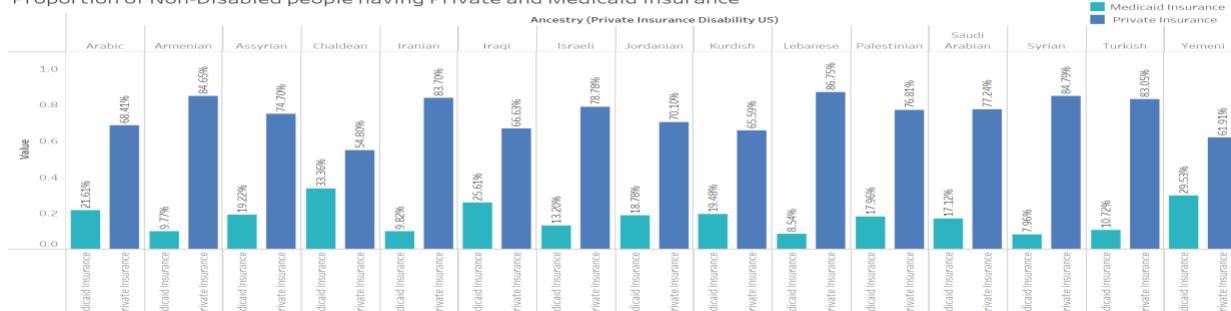
Proportion of Non-Disabled Male and Female with(W) /without(W/O) Insurance



Percent of Non-Disabled people without any Health Insurance

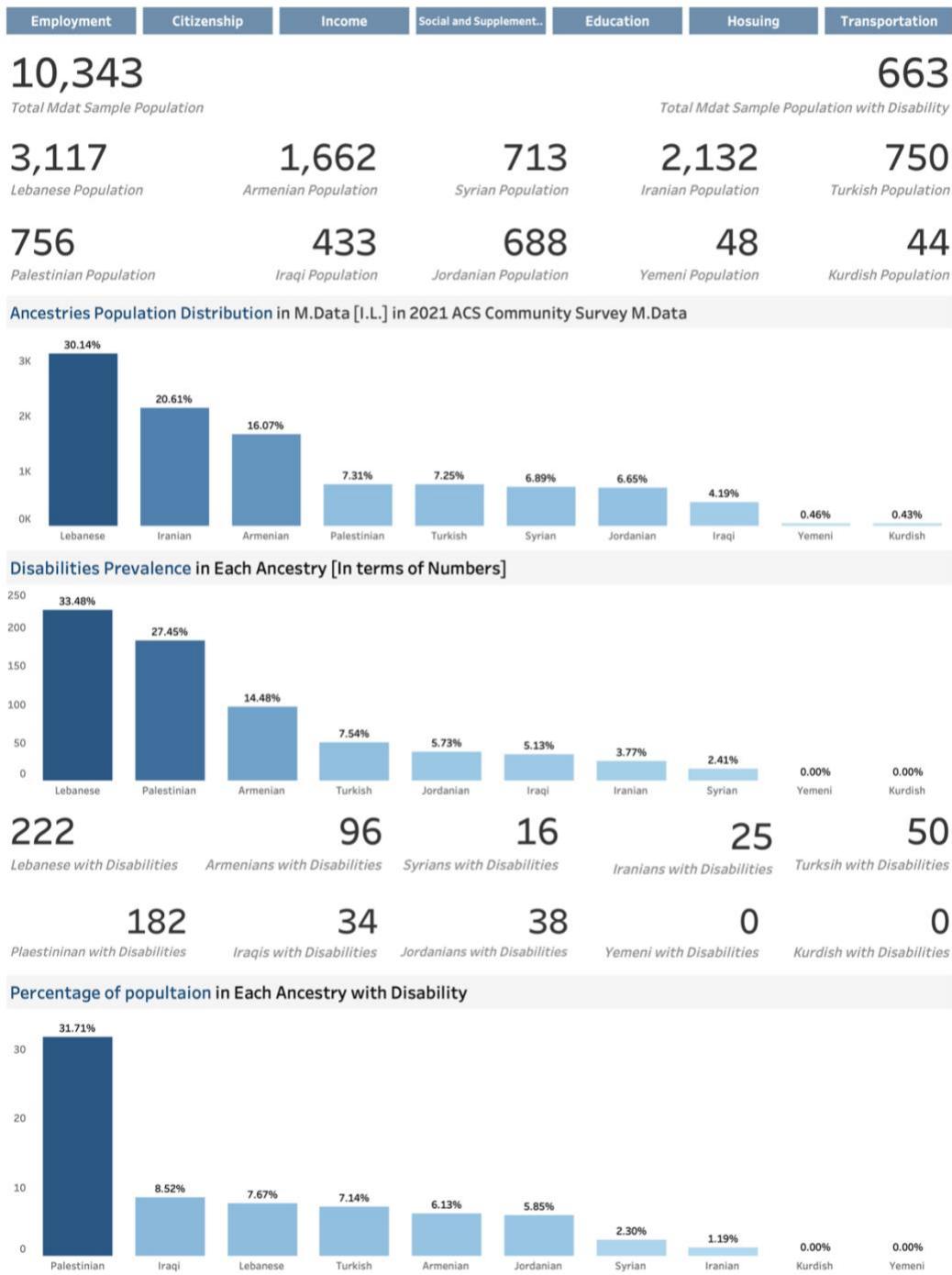


Proportion of Non-Disabled people having Private and Medicaid Insurance



Illinois

Nearly 31% of the Palestinian people in the Illinois Micro Data are having disabilities. And also there are zero people with disabilities from Kurdish and Yemeni ancestries.

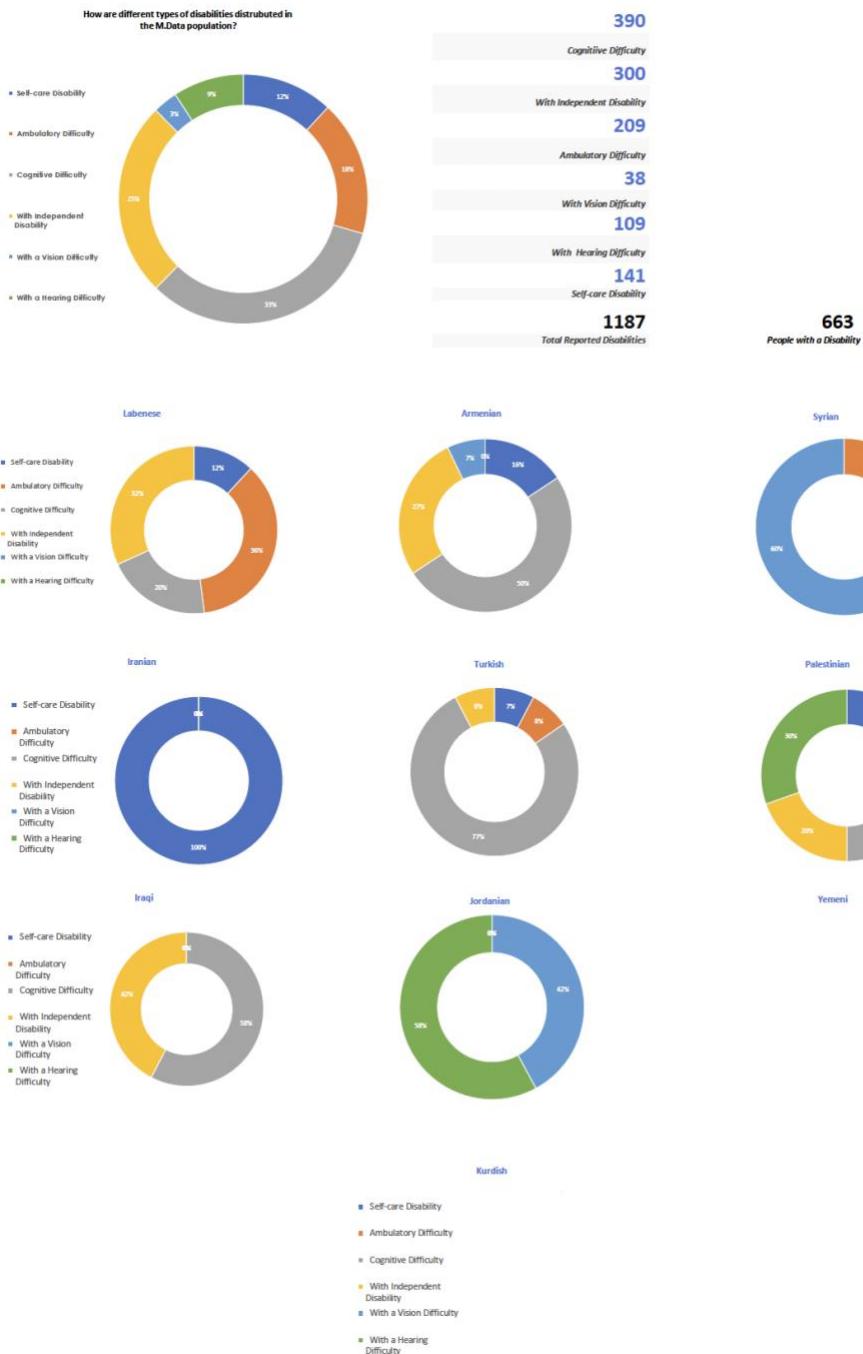


The total number of people with disabilities are 663, but the reported disabilities are 1,187. This means that few people are suffering with multiple disabilities.



Most common disability in Illinois M.Data is Cognitive Difficulty. But as you can see in the below dashboard, its not that common in every ancestry.

How are Different Disabilities present in the Ancestries?



Education

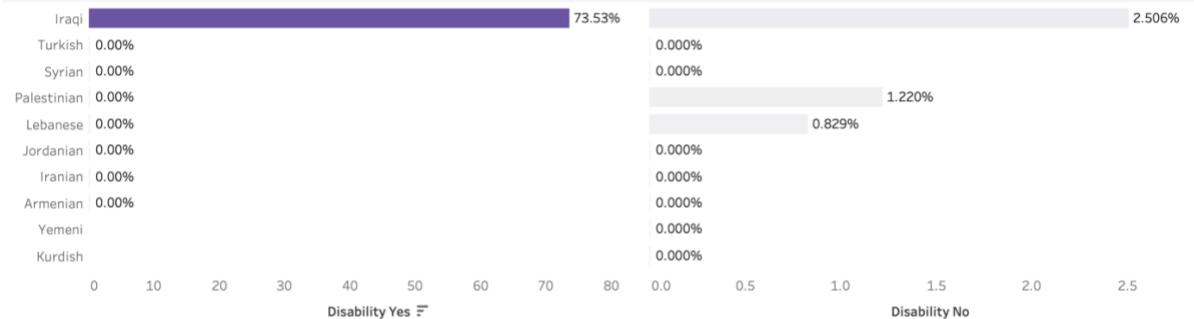
Only 20% of the people with Disabilities are educated in Illinois. This number is at 51% at for the people with No Disabilities



How many people have [No School Education](#)?



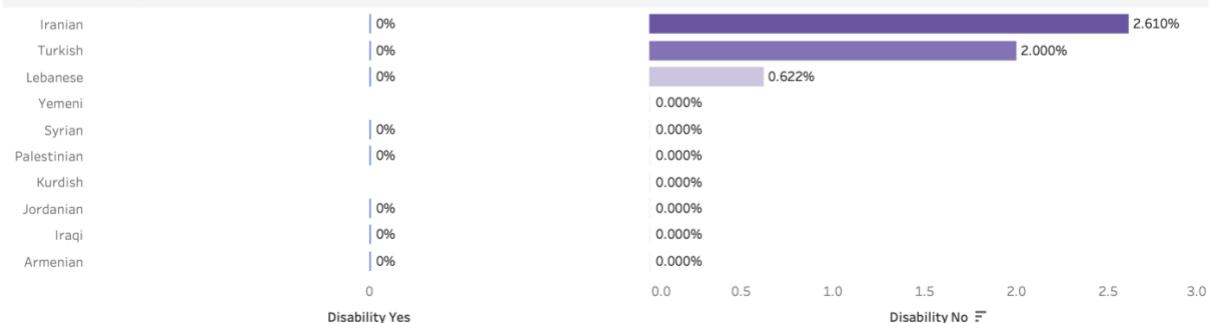
Comparison | [Ancestries and No Education](#)



How many people have [GED Qualifications](#)?



Comparison | [Ancestries and GED](#)



How people have UG Qualifications?

112

Disability and UG

16.89%

Disability-UG/Total Disability

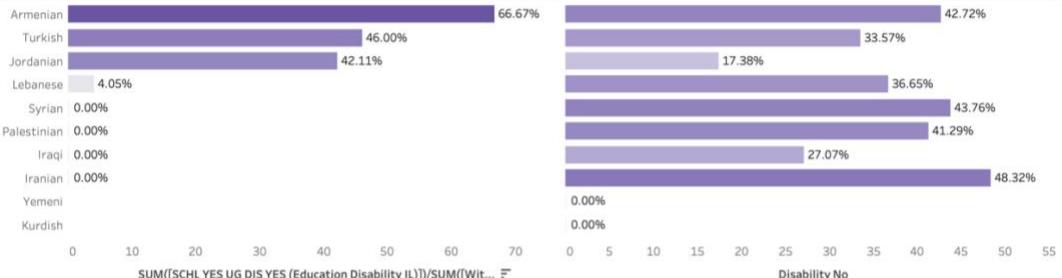
3,746

No Disability - UG

38.70%

No Disability - UG / Total NO Disability

Comparison | Ancestries and UG Education



How people have PG Qualification?

4

Disability and PG

0.6033%

Disability-PG/Total Disability

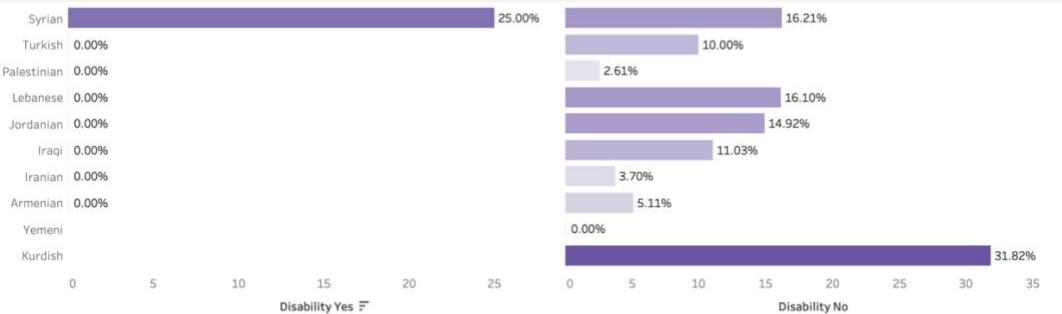
977

No Disability - PG

10.09%

No Disability - PG / Total NO Disability

Comparison | Ancestries and PG Education



How many people have done PHD?

0

Disability and PHD

0%

Disability-PHD/Total Disability

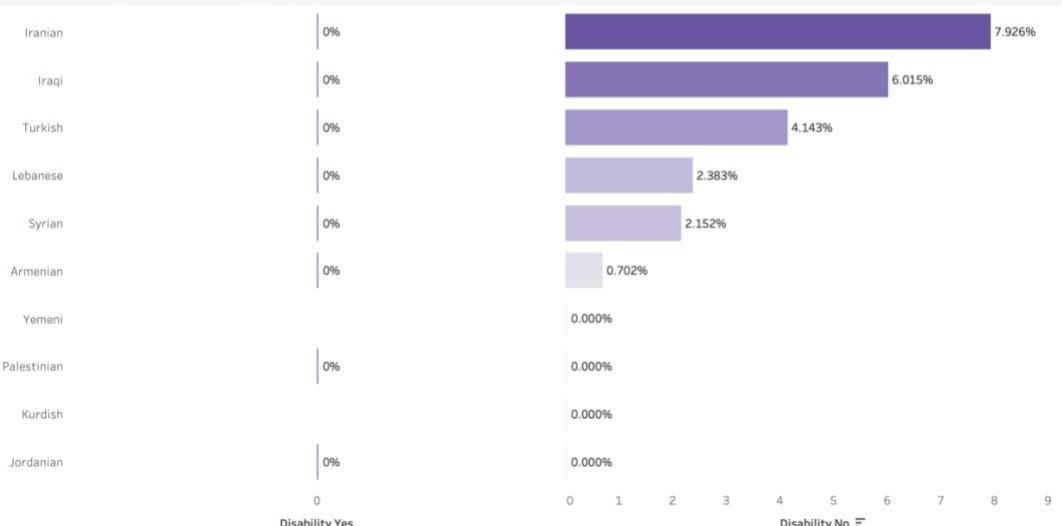
315

No Disability - PHD

3.254%

No Disability - PG / Total NO Disability

Comparison | Ancestries and PHD



Ancestry, Disability, Citizenship in M.Data

Demographics **Employment** **Income** **Social and Supplement...** **Education** **Housing** **Transportation**

Distribution of People who are **Citizens by Birth**

436

Disabled - Citizenship by Birth

65.76%

Disabled - CB/Total Disabled

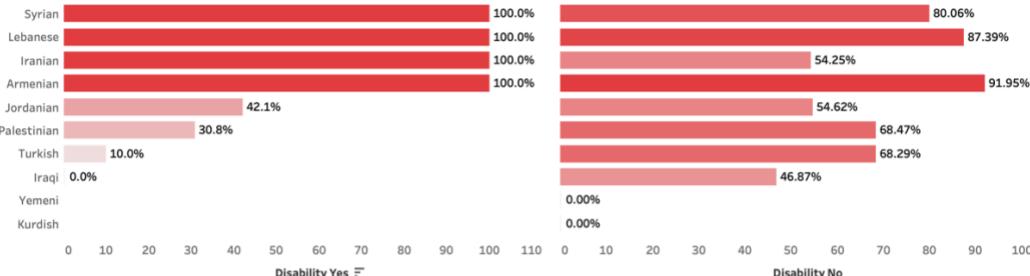
7,084

Not Disabled - Citizenship by Birth

73.18%

Not Disabled - CB/Total Disabled

Ancestries | Citizens by Birth



Distribution of People who are **Citizens by Naturalization**

188

Disabled - Citizenship by Naturalization

28.36%

Disabled - CN/Total Disabled

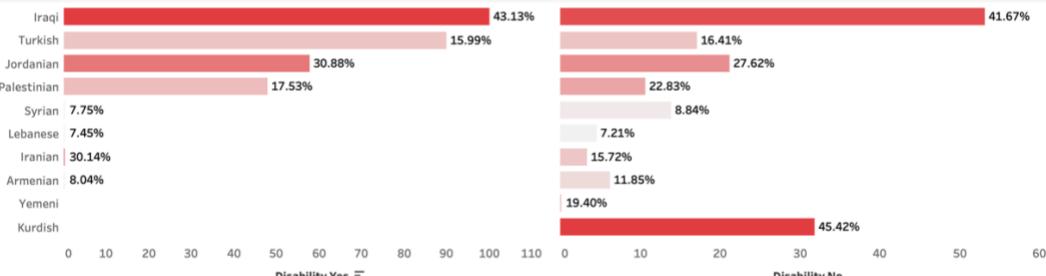
942

9.731%

Not Disabled - Citizenship by Naturalization

Not Disabled - CN/Total Disabled

Ancestries | Citizens by Naturalization



Distribution of people who are **Not Citizens**

39

Disabled - Not Citizen

5.882%

Disabled - NC/Total Disabled

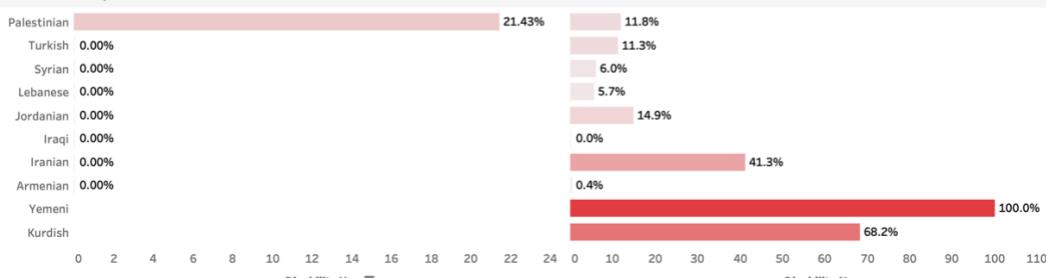
1,406

14.52%

Not Disabled - Not Citizens

Not Disabled - NC/Total Disabled

Ancestries | Not Citizens



"Comparative Study of Transportation: Individuals with Disabilities vs. Individuals without Disabilities"

Demographics **Employment** **Citizenship** **Income** **Social Security and..** **Education** **Housing**

What percent of people in M.Data own a vehicle?

69

Disability and Owning Vehicle

10.41%

Disability-Owning Vehicle/Total Disability

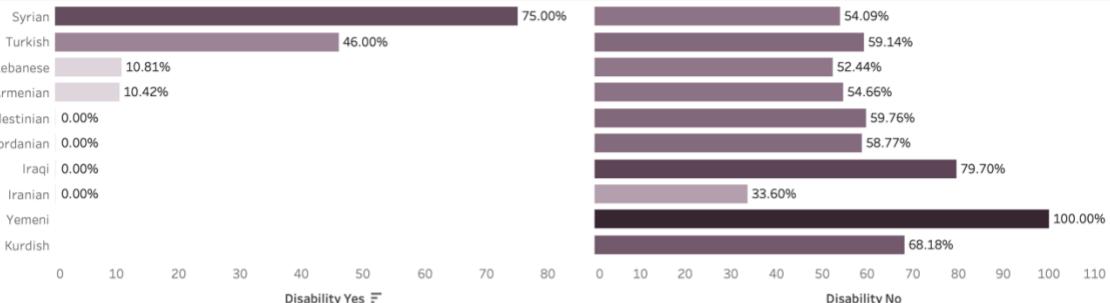
4,994

No Disability - Owning Vehicle

51.59%

No Disability - Owning Vehicle/Total NO Disability

Comparison | Ancestries and Owning Vehicle



Distrubution of People who use Public Transportation

49

Disability and Public Transport

7.391%

Disability-Public Transport/Total Disability

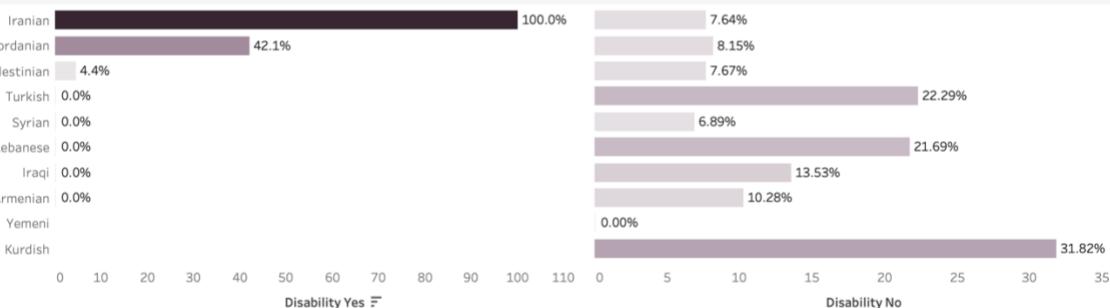
1,319

No Disability - Public Transport

13.63%

No Disability - Public Transport/Total NO Disability

Comparison | Ancestries and Public Transport



Distribution of people who rent houses

118

Disability and Work from Home

17.80%

Disability-WFH/Total Disability

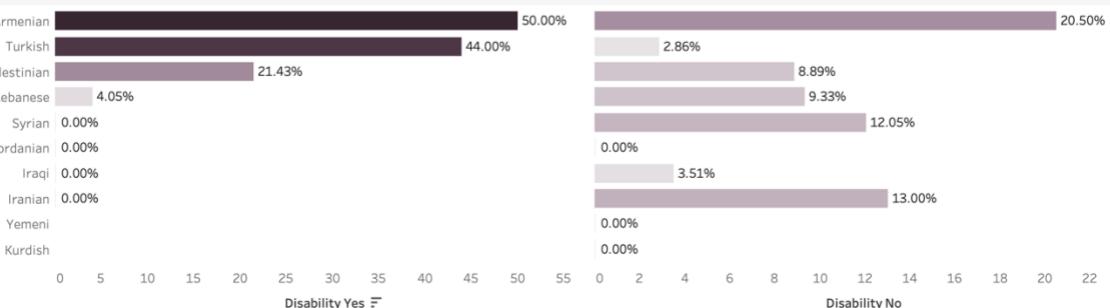
1,034

No Disability - Work from Home

10.68%

No Disability - WFF/Total NO Disability

Comparison | Ancestries and Public Transport



How much percentage of Individuals with Disabilities are utilizing Social Security Income and Supplemental Security Income? A comparison with Hispanic and African ancestries in M.Data.

Demographics **Employment** **Citizenship** **Income** **Education** **Housing** **Transportation**

Distribution of People who receive **Social Security Income**

243

Disabled - SSP

36.65%

Disabled - SSP Yes/Total Disabled

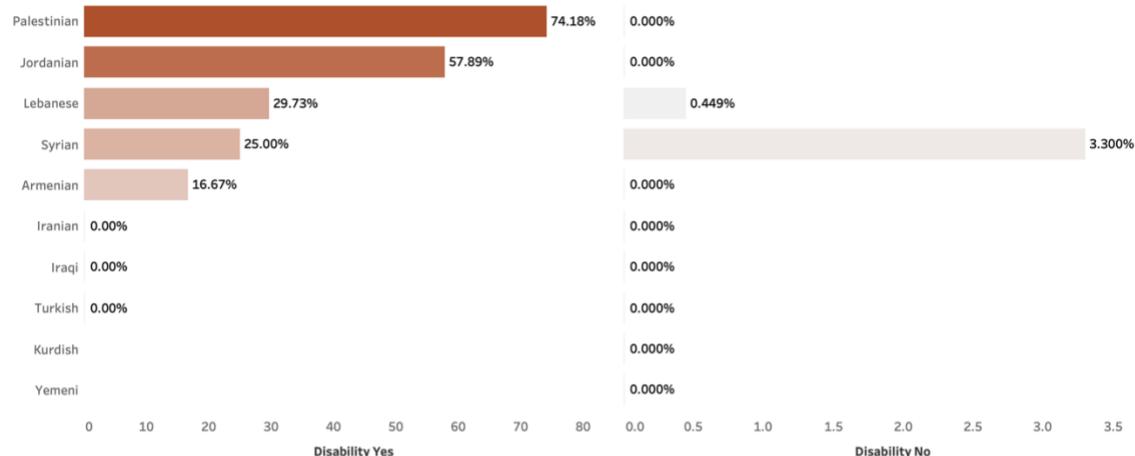
36

Not Disabled - SSP

0.3719%

Not Disabled - SSP Yes/Total Not Disabled

Ancestries | Social Security Income



Distrubution of People who receive **Supplemental Security Income**

47

Disabled - SSP

7.089%

Disabled - SSP Yes/Total Disabled

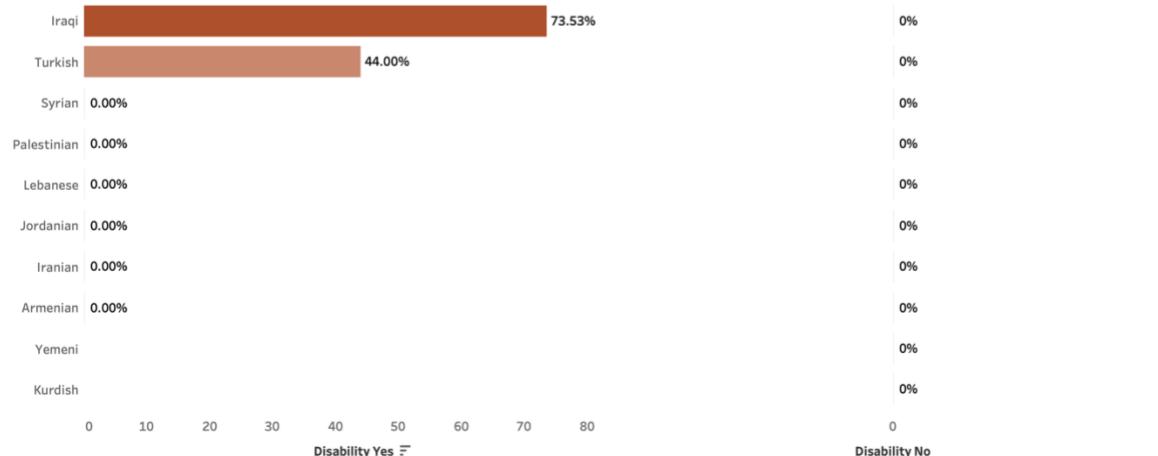
0

Not Disabled - SSP

0%

Not Disabled - SSP Yes/Total Not Disabled

Ancestries | Supplemental Security Income



"Comparative Study of Housing Situations: Individuals with Disabilities vs. Individuals without Disabilities"

Demographics **Employment** **Citizenship** **Income** **Social and Supple..** **Education** **Transportation**

What percent of people in M.Data own a house?

31

Disability and Owning Home

4.676%

Disability-Owning House/Total Disability

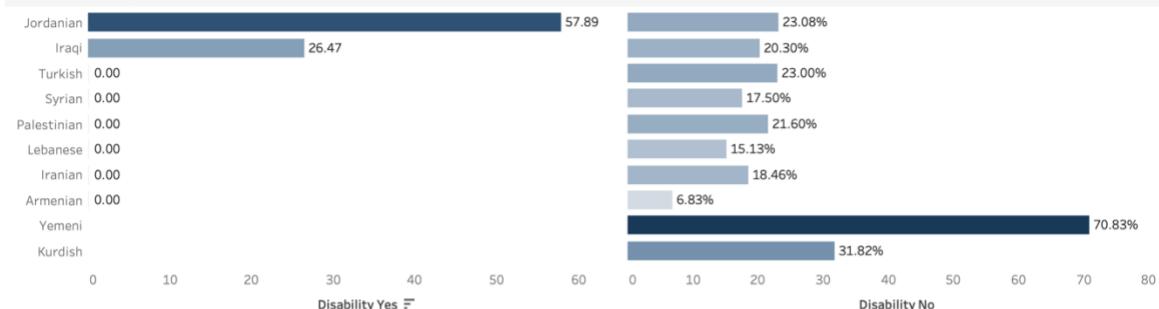
1,620

No Disability - Owning House

16.74%

No Disability - Owning House/ Total NO Disability

Comparison | Ancestries and Owning Home



Distrubution of People who own house on loan

428

Disability and Owning Home - Loan

64.56%

Disability-Owning House on Loan/Total Disability

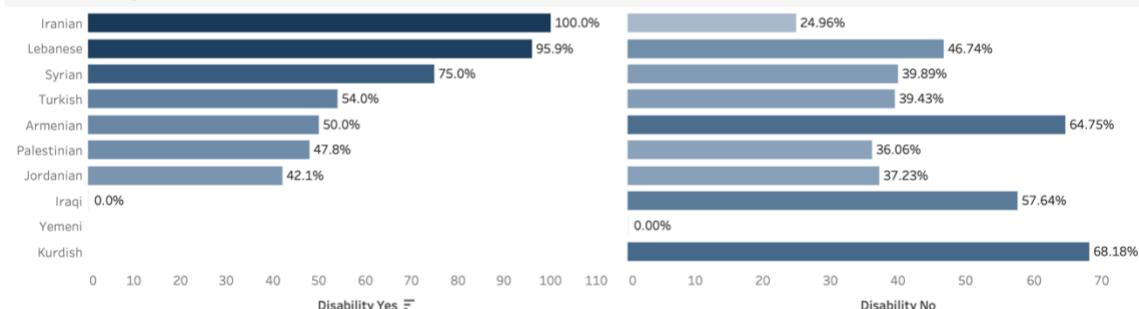
4,156

No Disability - Owning House - Loan

42.93%

No Disability - Owning House Loan/ Total NO Disability

Comparison | Ancestries and Owning House on Loan



Distribution of people who rent houses

167

Disability and Owning Home - Loan

25.19%

Disability-Renting Home/Total Disability

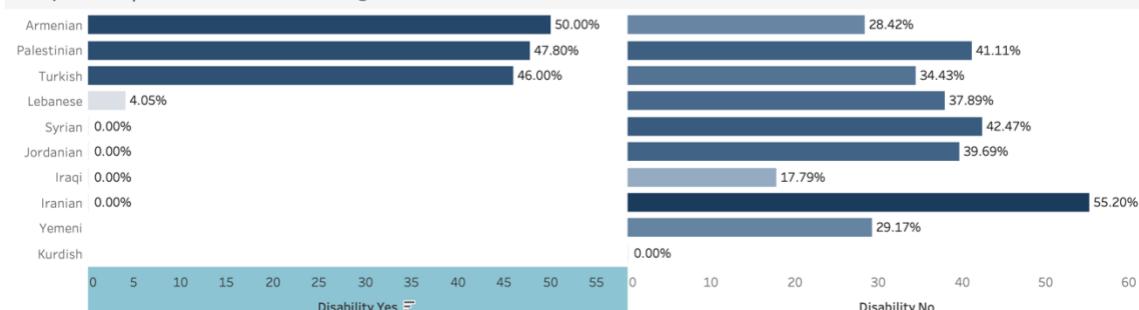
3,821

No Disability - Renting Home

39.47%

No Disability - Renting/ Total NO Disability

Comparison | Ancestries and Renting House



Income Distribution of People with Disabilities. A comparison study with people who have no disabilities.

Only around 33.03% of disabled people earning income less than \$50K in Illinois. The rest of the 67% have no income and this number aligns with employment numbers.

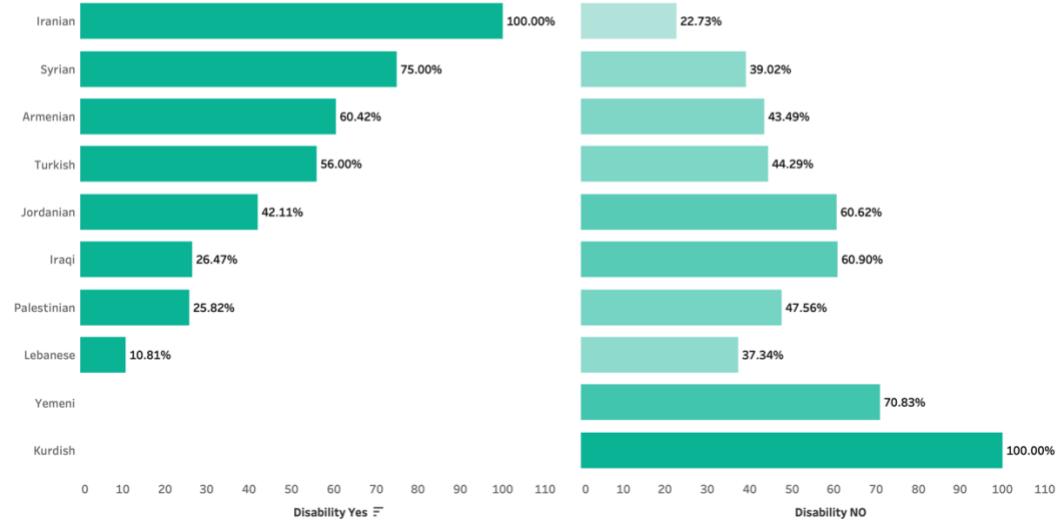


How are People Distributed when Income < \$50K?

219 **33.03%** **3,811** **39.37%**

Disabled - Wage < \$50k *Disabled - Wage < \$50k/Total Disabled* *Not Disabled - Wage < \$50k* *Not Disabled - Wage < \$50k/Total Not Disabled*

Ancestries | Wage < \$50K



What Percentage of the Disabled People are Employed? A comparative study with Non Disabled People in M.Data Sample...

Demographics **Citizenship** **Income** **Social and Supplement..** **Education** **Housing** **Transportation**

Distribution of People who are **Employed and at work!**

236

Disabled [Employed and At Work]

35.60%

Disabled [EW]/ Total Disable

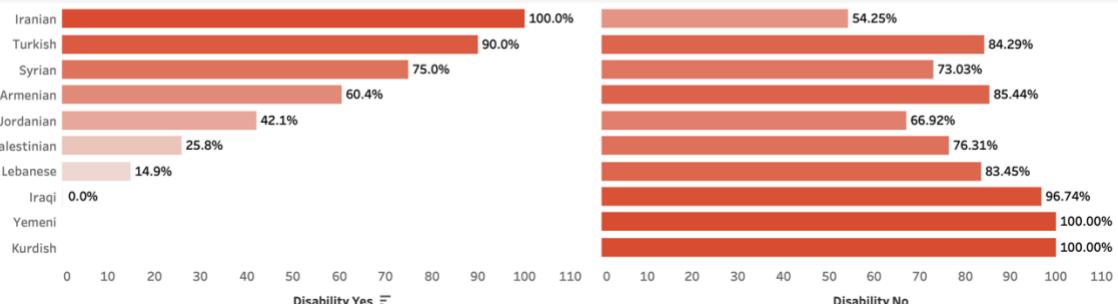
7,347

Not Disabled [Employed and At Work]

75.90%

Not Disabled [EW]/ Total Not Disabled

Ancestries | **Employed and at Work**



Distrubution of People who are **Not in Workforce**

427

Disabled [NLF]

64.40%

Disabled [NLF]/ Total Disable

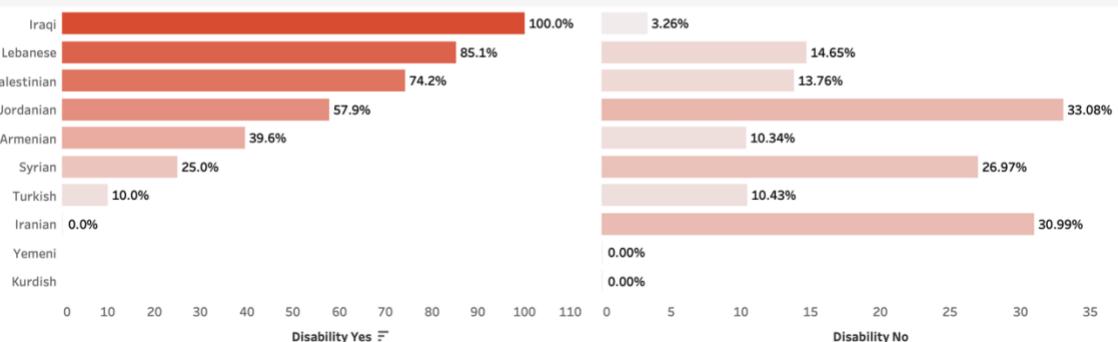
1,807

Not Disabled [NLF]

18.67%

Not Disabled [UNE]/ Total Not Disabled

Ancestries | **Not in Workforce**



Conclusion:

In conclusion, our data visualization of census data on disabled people from Middle Eastern ancestries provided valuable insights and understanding of the challenges and needs of this community. By leveraging visualization tools such as Tableau and Excel, we quickly, identified patterns and trends, and communicated insights to our client and provided detailed reports and tableau workbooks including datasets, by which she can easily present it to the relevant stakeholders, policymakers, and the general public. With the increasing importance of diversity, equity, and inclusion in society, it is crucial to have accurate and compelling data visualizations highlighting the needs and contributions of all communities, including those with disabilities from Middle Eastern ancestries. As such, this project highlights the significance of data visualization in improving our understanding of marginalized communities and advocating for their rights and needs.

Future Scope:

As a future work, with the data we have included in our Excel data file for both US and Illinois, one can dig further into each disability and analyze how other metrics are affected. One can also go further deep by looking at male and female data and understand how gender plays a role. We can group two or more variables together to identify co-relation or contributing factors for disparities.

References:

- [1] <https://data.census.gov/mdat/#/search?ds=ACSPUMS5Y2021&vv=AGEP%2816%3A64%29&cv=SEX&rv=ucgid,ANC2P%28416,417,419,421,425,427,429,431,434,435,442,465,483,484,496%29&wt=PWGTP&g=0400000US17>
- [2] [https://www.census.gov/topics/income-poverty/poverty/about/glossary.html#:~:text=Ratio%20of%20Income%20to%20Poverty%20\(Inc%20me%2Dto%2DPoverty%20Ratio\)&text=If%20their%20income%20is%20less,of%20poverty%2C%20and%20so%20on.](https://www.census.gov/topics/income-poverty/poverty/about/glossary.html#:~:text=Ratio%20of%20Income%20to%20Poverty%20(Inc%20me%2Dto%2DPoverty%20Ratio)&text=If%20their%20income%20is%20less,of%20poverty%2C%20and%20so%20on.)
- [3] <https://data.census.gov/table?t=Disability&tid=ACSST1Y2019.S1810&hidePreview=true>
- [4] <https://help.tableau.com/current/guides/get-started-tutorial/en-us/get-started-tutorial-home.htm>