

ANNUAL REPORT 2020



TULSA EQUALITY INDICATORS



Measuring change toward
greater equality in Tulsa



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CITY OF
Tulsa
A New Kind of Energy.

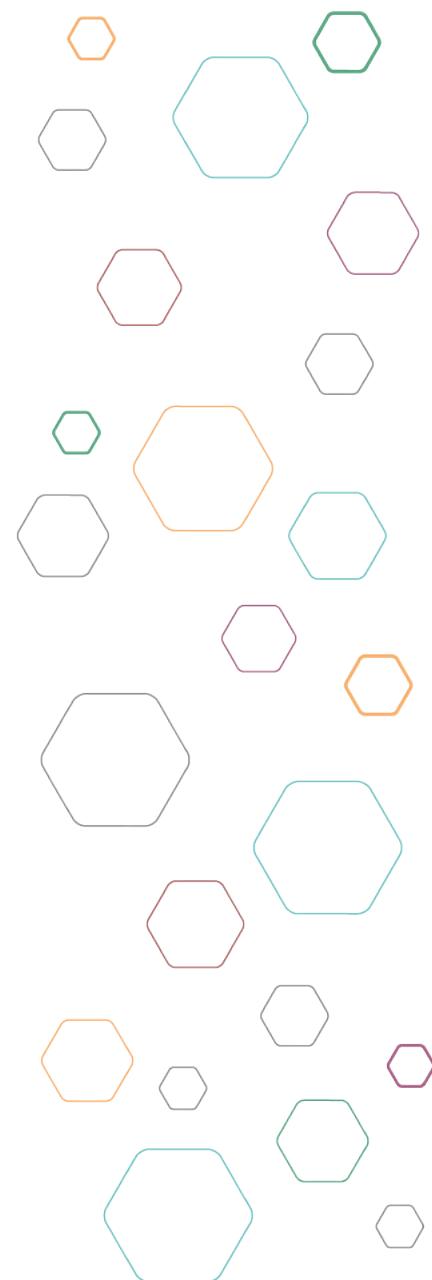
The background of the entire page is a sepia-toned aerial photograph of the Tulsa, Oklahoma skyline. Overlaid on this image is a network of white lines connecting various points, some of which are represented by small white circles, suggesting a complex web of connections or data points across the city.

**This report was prepared by the Community Service Council
in partnership with the City of Tulsa. The full Tulsa Equality Indicators
2020 Annual Report is available online at tulsaei.org.**

**Additional information about the Equality Indicators Project,
including findings from other cities, is available at equalityindicators.org.**

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LETTER FROM GT BYNUM, MAYOR, CITY OF TULSA

Two years ago, the City of Tulsa released its first Equality Indicators report. In the short time that we have had this report available to us as a tool to track progress on a variety of issues, we have implemented key initiatives such as Resilient Tulsa, New Tulsans Initiative, our City's AIM plan, and many other projects that have brought communities together with government to undo systemic policies, programs and practices that have created many of the inequities we track in this report.

As I have said since the beginning of my administration, we are committed to making Tulsa a world-class city where everyone can thrive no matter their race, identity or ZIP code. To implement initiatives to bring that vision to fruition, we need to use data to inform our decision-making and to have constructive dialogue with partners to find the right solutions. I am pleased that over the past two years, this report has helped bring Tulsans together in dialogue over the city we want to create and leave for future generations.

We have seen community-based organizations use this report to spur advocacy and build capacity among community members to use the data to inform grassroots solutions. Within city government, this report is used to inform where we focus projects to make the most impact on communities, and is included in materials for funders, prospective vendors and consultants as a reference document to inform the analysis and services they provide to residents of Tulsa.

While the report covers 54 indicators across a variety of topics, the data contained within these pages is not the full picture. The indicators and equality scores are markers for us to track overall progress over time, and to flag problem areas. It is the city departments, organizations, businesses, institutions and the people in Tulsa that must use these scores, along with their own program-level and qualitative data, to address inequities.

This annual report is being released at a time when all aspects of our economy, social service, health, cultural and education systems are undergoing one of the greatest shocks in modern times due to a global health pandemic. Over the next few months I hope this data will inform us on where we were making progress and where we were not, as well as flag where we need to pay close attention in order to not see inequities increase and gaps widen for vulnerable communities during this pandemic.

This is what a resilient approach is all about. We need to look at the past, incorporate lessons learned, include diverse voices in solution creation, and be flexible. Every part of our city needs to come together with qualitative and quantitative data, in a spirit of collaboration and a shared vision to create the city we want. A city's resilience is measured not only by how it survives and adapts through stressors and shocks, but also how it comes out on the other side—how it thrives.

Together, we are resilient, and together we can continue making progress on our road to an equitable city for all.





Equality Indicators and Resilience

URBAN RESILIENCE is composed of seven qualities that help individuals, organizations and whole cities survive, adapt and thrive through the experience of chronic stressors or shocks. These resilience qualities can be useful principles by which to measure our actions. The Tulsa Equality Indicators report helps us bring these qualities into focus through the lens of data. It is our hope that this report serves as a catalyst into multi-sector efforts that can help mitigate inequities and develop needed solutions.

While the 54 indicators contained in this report are organized into distinct themes, we know that the systems driving the data work together to create many of these inequitable outcomes. For example, our education outcomes are impacted by and interconnected with housing, banking and tax systems. Our outcomes related to income and earnings are results of policies and practices of employment, transportation, housing, justice and education systems. And while there are some protections in place to support equal opportunity, we see communities of color continue to experience inequitable outcomes because of structural racism and discrimination.

As you read this report, we ask that you think of current or future solutions that can get Tulsa to more equitable results. Think also of the seven resilience qualities and ask the following questions of the City and the systems you are a part of:

- Are we being **reflective** by looking at what has worked and where we came up short?
- Are we learning from our data and using it to evaluate our current efforts and improve them?
- Is our strategy **inclusive** and focused on centering — as opposed to marginalizing — the communities most impacted by a particular policy or program, as shown by its equality score?
- Are we being **integrative** by bringing a range of systems together to achieve mutual benefits, to address root causes, breakdown silos, and ultimately get to a better and more robust result?

SEVEN URBAN RESILIENCE QUALITIES



REFLECTIVE

Use experience to inform future decisions and be able to modify standards and behaviors accordingly.



RESOURCEFUL

Recognize alternative ways to use resources, particularly in times of crisis, to meet needs or achieve goals.



INCLUSIVE

Prioritize broad consultation and “many seats at the table” to create a sense of shared ownership in decision-making and/or a joint vision for building city resilience.



INTEGRATED

Bring together a range of distinct systems and institutions, allowing for the catalysis of additional benefits, as resources are shared and actors are enabled to work together to achieve greater ends.



ROBUST

Ensure solutions are well-conceived, constructed and managed; include provisions to ensure failure is predictable, safe and not disproportionate to the cause.



REDUNDANT

Purposefully create spare capacity to accommodate disruption, with multiple ways to achieve a given need, including during the extreme pressures or surges in demand experienced in a crisis.



FLEXIBLE

Have the willingness and ability to adopt alternative strategies in response to changing circumstances or sudden crises. Systems can be made more flexible by introducing new technologies or knowledge, including recognizing traditional practices.



A LOOK BACK OVER THE PAST YEAR SINCE THE RELEASE OF THE 2019 REPORT

Below are highlights of the actions the City of Tulsa has taken since the Tulsa Equality Indicators 2019 Annual Report was released that have moved the Tulsa community closer to addressing inequities.

CONFRONTING HISTORIC RACISM

Naming and addressing institutional racism and honoring Black Wall Street's resilience

- Made progress on the investigation into possible mass graves associated with the 1921 Tulsa Race Massacre by convening a public oversight committee, and in partnership with the State of Oklahoma Archeological Survey, completed two test excavations at Oak Lawn Cemetery, the second of which uncovered a grave shaft consistent with a mass grave. The City continues its work to uncover the truths from 1921.
- Issued a Call for Artists in partnership with MacArthur Fellow Rick Lowe to submit proposals for the Greenwood Art Project. Workshops were held to prepare artists to submit their proposals. Ultimately 34 Oklahoma-based or rooted artists were selected and their projects will be on display to commemorate the 100th anniversary of the Tulsa Race Massacre in 2021.

ECONOMIC AND COMMUNITY DEVELOPMENT

Investing in projects that increase individual and community economic well-being

- Started construction on the Peoria-Mohawk Business Park, which will bring jobs and a major commercial investment to a historically under-resourced neighborhood in Tulsa. Muncie Power Products began construction to relocate its facilities to the area. This project expansion is expected to have a \$50 million positive impact on the Tulsa economy.
- Created and approved the Peoria-Mohawk TIF district, which will leverage the development of the Peoria-Mohawk Business Park to invest nearly \$40 million in neighborhoods surrounding the business park.
- Broke ground on USA BMX's National Headquarters, stadium, and Hall of Fame Museum at the historic Evans Fintube site. This project will make Tulsa the home of the Olympic sport of USA BMX while redeveloping a long-vacant Brownfield site and helping to bring more economic activity to Tulsa's historic Greenwood District.
- Launched the Resilience and Recovery Fund to provide access to capital for small businesses economically impacted by the COVID-19 pandemic. There was a deliberate effort to ensure diverse geographic distribution for the loans.
- Launched the Commercial Revitalization Strategy to increase tools for small businesses and entrepreneurs. Outreach will be targeted to underserved Tulsans with the goal of increasing awareness of programs and supports.
- Released a request for proposal and selected a vendor to create a master plan for the Kirkpatrick Heights/Greenwood District, which will provide a community-driven and equity-focused roadmap to the redevelopment of 56 acres of City- and Tulsa Development Authority-owned property just north of the Inner Dispersal Loop (IDL).
- Assisted over 1,300 people through the City's *A Better Way* program, of which one-third enrolled in supportive services and more than 200 found employment. This program provides individuals experiencing homelessness an alternative to panhandling by offering a day's wages to beautify the community while connecting them to essential services.
- Received a planning grant to create a Financial Empowerment Center (FEC) in Tulsa to provide professional one-on-one financial counseling to Tulsans free of charge. The FEC is being designed with input from a community Advisory Board and is slated to open in late 2020.
- Launched a Financial Navigator program to help Tulsans triage financial stressors caused by the pandemic.

- Opened the Student Success and Career Center on the Tulsa Community College Southeast Campus for students to meet with answer center specialists, academic advisors, career specialists and local companies.
- Launched the first Bus Rapid Transit (BRT) line in the state, named Aero BRT, providing a bus service that connects riders along the Peoria corridor and in downtown Tulsa to more jobs, educational opportunities and shopping destinations. Service is available every 15 minutes on weekdays and every 20-30 minutes on weekends.
- Participated in a national city peer learning exchange to address the issue of driver's license restoration and reform by focusing on communities that have been most impacted by fines and fees. Through this learning exchange that will result in an action plan, the City hopes to better understand barriers to court attendance that result in suspensions of driver's licenses, which impact all other aspects of economic and social well-being.

HOUSING

Programs and policies to increase access to quality and affordable housing

- Hired the City's first Housing Policy Director and launched the first Affordable Housing Strategy with community input from dozens of Tulsans representing state housing agencies, nonprofit entities, philanthropic organizations and developers to achieve neighborhood revitalization and affordable housing preservation and creation.
- Tulsa Housing Authority released a request for proposal for workforce Project Based Vouchers, creating an opportunity for developers to inject affordability into market rate projects in a meaningful way and create mixed income communities.
- Created the Housing Opportunity Partnership to address vacant and abandoned houses while partnering with Tulsa's nonprofit community to strengthen Tulsa's neighborhoods and create new opportunities for homeownership. To date, this program has helped address close to 175 blighted properties.
- Started construction on Choice Neighborhoods Phase I and II in an area of west Tulsa which includes a six-year revitalization process and a \$200 million investment in affordable housing.

JUSTICE

Practice and policy changes to promote community engagement and safety

- Tulsa City Council held a series of special meetings to discuss four Tulsa Equality Indicators justice indicators in this report: Juvenile Arrests, Adult Arrests, Diversity in the Tulsa Police Department, and Use of Force Rates. Over the course of the summer and early fall of 2019, the Council, community members, and various content experts engaged in dialogue about the disparities revealed in the 2019 Tulsa Equality Indicators report. The Council is taking the information and recommendations that emerged from those dialogues and identifying actions to take.
- Released a request for proposal to conduct a community-based participatory action research (CBPAR) evaluation of more than 70 community policing initiatives. This will be a first-of-its-kind evaluation as it will include community members most impacted by policing in the design, data collection, analysis and reporting of the evaluation.
- Implemented a three-year commitment of record hiring for the Tulsa Police Department (TPD)—adding 120 new officers to adequately staff the police department and increase time available for officers to engage in the community.
- Tulsa Police Department conducted its Police Academy training module on LGBTQ communities at the Equality Center starting in 2019. TPD also staffed a recruitment table at the 2019 Pride Festival.
- Partnered with the International Association of Chiefs of Police, University of Cincinnati and University of Texas at San Antonio for a first-of-its-kind study in the nation to research use of force and officer decision-making within the Tulsa Police Department.
- Completed the first year of operation of the Tulsa Sobering Center, which serves as a jail diversion program designed to offer an alternative for adults detained for public intoxication. To date, over 1,000 people have utilized the center.
- Tulsa Police Department trained 100% of their officers in understanding and addressing implicit bias and its impact on policing. Other City employees have begun a training series that includes diversity, inclusion, leadership and implicit bias.
- The City's Municipal Court created a cost administration program, providing all citizens who come to court an individualized review of their ability to pay, as well as dedicated staff to help with individualized payment plans and fines/fees forgiveness.
- The Court is also working to reduce pretrial incarceration and, through its Special Services Docket, providing support to citizens who are homeless or struggling with mental health and substance abuse challenges.



Executive Summary

The Tulsa Equality Indicators 2020 Annual Report is the City's third annual data report in the Equality Indicators series designed to measure and track the level of inequality in the areas of economic opportunity, education, housing, justice, health, and services in Tulsa. This report was produced through the joint efforts of the City of Tulsa Mayor's Office of Resilience and Equity, and the Community Service Council's Innovative Data and Research Department, using the Equality Indicators tool and methodology created in 2015 by the City University of New York Institute for State and Local Governance.

In 2017, Tulsa Equality Indicators launched with an online survey and a series of community listening sessions held across the city to guide the compilation of Tulsa's unique set of indicators. The experiences, observations and perceptions of inequalities expressed by a diverse mix of voices were heard, recorded and evaluated for use as the building blocks for the Tulsa project.

Tulsa Equality Indicators includes a set of 54 indicators, evenly organized into six broad themes, to represent the state of equality in Tulsa. In both 2019 and 2020, some original indicators were replaced with ones that serve as better proxies to represent inequality in Tulsa. Changes were made based on data from our original survey and listening sessions, as well as ongoing conversations with community members and subject matter experts.

In both 2019 and 2020, Tulsa's overall score improved slightly, though not consistently across all themes. In 2020, Tulsa's score of 39.61 (out of 100), is up from 37.07 in 2018 and 38.22 in 2019, and reflects progress primarily within three themes: Education, Services and Public Health.

The purpose of Tulsa Equality Indicators is to inform and guide. This report is meant to inform our community's leaders and institutions about many of the disparities that persistently and negatively impact life for groups of Tulsans, and to guide public policy and innovative solutions that will lead toward more equitable opportunities and outcomes for all Tulsans.

Our hope is that Tulsa Equality Indicators will continue to inspire difficult conversations and courageous actions necessary to create a city in which all people have equitable opportunities to live safe, healthy, prosperous, fulfilling lives unencumbered by unjust barriers and hurdles.

SECTION 1

INTRODUCTION



BACKGROUND

The Tulsa Equality Indicators 2020 Annual Report is the City's third annual data report in the Equality Indicators series designed to measure and track the level of inequality for particular groups of Tulsans over time in the areas of economic opportunity, education, housing, justice, health, and services in Tulsa. This report was produced through the joint efforts of the City of Tulsa Mayor's Office of Resilience and Equity, and the Community Service Council's Innovative Data and Research Department, using the Equality Indicators tool and methodology created in 2015 by the City University of New York Institute for State and Local Governance (CUNY ISLG).

As member cities in the 100 Resilient Cities network, Tulsa, Dallas, Oakland, Pittsburgh and St. Louis were each selected in 2017 to develop their own unique Equality Indicators tools modeled after the CUNY ISLG tool. The Rockefeller Foundation provided funding and CUNY ISLG provided guidance throughout the first two years of the project.

Since that time, City of Tulsa leadership has remained committed to producing Tulsa Equality Indicators and using it to make decisions from a data-informed perspective. The report's findings enable city and community leaders to identify the city's greatest challenges to equity, and then to apply that data to the development of policies and solutions that will make progress toward Tulsa being a city where all residents have equitable opportunities to thrive.

PROCESS

To ensure that Tulsa's Equality Indicators report was community-driven and reflective of the disparities Tulsans face, the project was launched in the summer of 2017 with an online survey and a series of seven community listening sessions held at venues located in diverse areas of the city. Listening session attendees and survey respondents were invited to describe their experiences, observations and perceptions of inequality in Tulsa, which were recorded and later evaluated for feasibility for use as indicators for the project.

FEASIBILITY FOR USE WAS DETERMINED BY SEVERAL CRITERIA:

- **The ability to transform the experience, observation or perception into an existing accessible data point that is measurable.** For instance, a perception about the lack of grocery stores with fresh produce in certain neighborhoods can be addressed by an analysis of the distribution of food deserts across the city.
- **Each data point should ideally describe conditions in Tulsa or Tulsa County.** Beginning with the 2020 report, this requirement was relaxed to allow inclusion of a key data point regarding services for persons with developmental disabilities, for which only state-level data are available.
- **Each data point must be disaggregated in some meaningful way to allow for comparison of different population groups.** The disaggregation could be by race, geography, gender, etc.
- **Each data point should be updated annually to allow for longitudinal analysis.** A few exceptions to this requirement have been made to allow for more logical analysis (e.g., voter turnout), or to add a new indicator with no comparable historical data (e.g., school report card scores).
- **Each data point must be derived from a reliable, official data source, such as the U. S. Census Bureau, the State Department of Health, and the City of Tulsa.**

This evaluation process to transform Tulsan's experiences, observations and perceptions into meaningful data points resulted in the selection of the 54 original indicators presented in the 2018 report. This set of indicators was not intended to be comprehensive but rather representative of the vast array of disparities impacting Tulsans.

The 54 indicators are categorized evenly into six themes: Economic Opportunity, Education, Housing, Justice, Public Health, and Services, which are further subdivided into three topics that are comprised of three indicators each. The intentional even distribution of indicators across themes ensures that every theme has equal weight in the calculation of the overall city score.

BLACK WALL STREET



N Greenwood AV
100





ECONOMIC OPPORTUNITY



EDUCATION



HOUSING



JUSTICE



PUBLIC HEALTH



SERVICES

Each of the 54 indicators makes a comparison between two groups of people who are, generally, the most and least disadvantaged for a given issue, yielding ratios used to describe the severity of disparity between the two groups. Six broad themes serve as the foundation of the Tulsa Equality Indicators tool.

SCORING

Every indicator receives a score ranging from 1, representing full inequality, to 100, representing full equality, based on the disparity between the two populations compared. In general, the two comparison groups for each indicator represent the most and least disadvantaged populations for that specific indicator, based on rates calculated using the latest population data from the U.S. Census Bureau. **The greater the difference between the two groups, the lower the equality score; the smaller the difference, the higher the score.** For instance, in Midtown Tulsa there are an estimated 783 jobs per 1,000 people, compared to only 368 in North Tulsa—this relatively large difference in opportunities yields an equality score of 40. In contrast, the four-year graduation rate for all Tulsa Public Schools students is 77.6%, compared to 71.1% for English Learners—this smaller difference yields a higher equality score of 82. The three indicators within each topic are averaged to calculate the topic scores; the three topic scores within each theme are averaged to calculate the theme scores; and the six theme scores are averaged to calculate the city score.

In addition to these static scores, change scores are generated with each report released after the baseline. The change score is a measure of how the static scores of indicators, topics, themes and the city overall have changed since the baseline in 2018. The change score can be positive, negative, or reflect no change, indicating whether we are progressing toward greater equality, moving away from equality, or holding steady.

In order to maintain continuity and consistent comparison from year to year, when indicators are adjusted or replaced for any reason, the same changes are made to prior years' calculations, and scores are adjusted accordingly in the current report to reflect those changes. As a result, in years when a change is made to one or more indicators, the latest report will show different city, theme, topic and indicator scores for prior years than were originally reported.

NEW INDICATORS

To maintain fidelity to the Equality Indicators methodology which ensures equal theme weight on the overall city score, new indicators cannot be added to the framework without either eliminating the same number from the impacted themes and topics, or adding an equal number of indicators to every theme and topic. Until Tulsa is ready to expand its Equality Indicators project, the addition of new indicators must be coordinated with the judicious removal of an equal number of existing indicators. As a result of ongoing conversations with community members and subject matter experts, and continuing exploration of new data sources, seven original indicators have been replaced in this year's report by others that were found to better capture the range of inequalities Tulsans face.



In the Economic Opportunities theme, "Business Executives by Race" and "High Wage Occupations by Race" are taking the place of "Sales Volume by Geography" and "Labor Force Participation by Geography." These two new indicators were added in an effort to assess disparity in opportunities in wealth accumulation, which is a concern that has often been expressed by community members. "Sales Volume by Geography" does not adequately represent disparity in overall business development in different parts of Tulsa, and "Labor Force Participation by Geography" isn't as informative a measure as one that assesses disparity in participation in occupations that earn a high wage.



Two indicators in the Education theme have been replaced: "Advanced Placement Courses by Race" and "Elementary School Reading Proficiency by Income" are being replaced by "Postsecondary Opportunities Participation by Race" and "Third Grade Reading Proficiency by Income." Both of these replacements involve accessing data that more accurately reflect the point of each of these two issues. In the case of "Postsecondary Opportunities by Race," this measure broadens the scope to be inclusive of all available high school opportunities to prepare for both college and career. "Third Grade Reading Proficiency by Income," goes in the opposite direction by specifically targeting the grade when reading proficiency has the greatest impact on students' future academic success.



From the Health theme and specifically from the Well-being topic, indicators "Teen Births by Race" and "Preterm Births by Race" have been replaced by "Food Deserts by Geography" and "Mentally Unhealthy Days by Income." The two new indicators represent issues that have been repeatedly requested for inclusion from the time Equality Indicators began in Tulsa - food insecurity and mental health. A data source was found that could produce annual census tract and ZIP code level assessments of food desert distribution - an indicator of vital importance to the well-being of all Tulsans. Finding an indicator to meaningfully represent mental health disparity that meets the inclusion criteria has been a challenge. After consultation with community experts, "Mentally Unhealthy Days by Income" was identified as a good proxy. "Teen Births by Race" was eliminated because community consultation revealed that it did not align with a reproductive justice framework. Preterm births are very serious, potentially life-threatening events that disproportionately impact African American women. However, as the primary cause of infant deaths, which is the subject of a different indicator, preterm births as an indicator is somewhat redundant.



Finally, "Services for Persons with Developmental Disabilities by Comparison to National Average" is replacing "Public Library Hours by Geography" in the Services theme. This new indicator is the one instance in Tulsa Equality Indicators in which an exception was made to the criterion that city or county level data be used, as this data point is only available at the state level. The decision to make the exception arose from the realization that the extent of the disparity is so great that it outweighs the necessity to adhere to the criteria. The elimination of the indicator about public library hours is based on the fact that Tulsa's libraries are geographically distributed across the city and that online library resources are available 24 hours a day, seven days a week.

ORIGINAL INDICATOR	REPLACEMENT INDICATOR	RATIONALE
Indicator 2: Sales Volume by Geography	Indicator 2: Business Executives by Race	Based on community feedback, concluded that business executives by race offered a more meaningful measure of the disparity in opportunities for wealth generation for Tulsa communities than did the original indicator
Indicator 6: Labor Force Participation by Geography	Indicator 6: High-Wage Occupations by Race	Determined that basic employment measures were well covered with the other two indicators within the Employment topic, but we lacked an indicator focusing on disparity in employment in high wage occupations specifically - those that would allow families to earn a living wage
Indicator 14: Advanced Placement Courses by Race	Indicator 14: Postsecondary Opportunities Participation by Race	Recognized that using a measure of student participation in all types of postsecondary opportunities offered a more complete picture of college and career readiness than did the original indicator which considered only one type of opportunity
Indicator 16: Elementary School Reading Proficiency by Income	Indicator 16: Third Grade Reading Proficiency by Income	Found a data source that allows analysis to focus specifically on third grade reading, which is a more relevant measure than the original indicator due to the impact of third grade reading success on future academic outcomes
Indicator 43: Teen Births by Race	Indicator 43: Food Deserts by Geography	Discovered a data source that can provide annual updates on food deserts, and determined that disparities in access to fresh food serves as a more pressing and current challenge to the well-being of Tulsans than does the original indicator
Indicator 44: Preterm Births by Race	Indicator 44: Mentally Unhealthy Days by Income	Determined that the Well-being topic was incomplete without a measure of disparity related to mental health, and determined that preterm births by race is very closely connected to another indicator, infant mortality by race, and therefore somewhat duplicative
Indicator 48: Public Library Hours by Geography	Indicator 48: Services for Persons with Developmental Disabilities by Comparison to National Average	Alarmed by the current 12-year wait that Oklahomans with developmental disabilities must endure before receiving life-changing supports and services through Medicaid convinced us that inclusion of this indicator was an absolute necessity for the Resources topic, and better represented the value of shared resources than did the original indicator



Equality versus Equity

Readers may be wondering why the term "equality" is used instead of "equity" for the title of this report. This choice was not made without great consideration. Although the two terms are similar and sometimes used interchangeably, they represent different concepts.

In the simplest of terms, "**equality**" refers to a state in which everyone is treated equally, and everyone has access to the same opportunities. Equality would be achieved when everyone receives equal amounts of goods and services, or everyone is offered the same opportunity to do something. The problem with equality is that it doesn't take into account the fact that different individuals need different amounts and types of goods and services, and different levels of opportunity based on individual abilities and circumstances, in order to make equal outcomes even possible. Having equal resources and equal opportunities does not equate to fairness.

"**Equity**" refers to a state in which every person receives the amount of goods, services, or supports that they specifically require to accomplish a particular outcome. Equity is achieved not when everyone receives an equal amount of something but rather when every individual receives the right amount based on their specific circumstances. Having equitable resources and equitable opportunities does equate to fairness.

Achieving equity for all is a goal towards which Tulsa is striving. However, the scope of this report does not make possible the depth of analysis necessary to fully assess the levels of equity or inequity present for various groups of Tulsans. Rather, this report is intended to provide an assessment of equality among Tulsans, which is necessary to develop equitable solutions and achieve equity for all.

In an effort to be more mindful of limitations of showing individual-level disparity data, we have added a greater level of context in the narrative of this year's Tulsa Equality Indicators report about the impact of factors that act as structural and institutional barriers to successful outcomes. These discussions are by no means comprehensive in their analyses of past and present systemic forces weighing on individuals' access to opportunities and outcomes, but hopefully they shed some light on the existence and persistence of such forces.

Having *equal* resources and *equal* opportunities does not equate to fairness. Having *equitable* resources and *equitable* opportunities does equate to fairness.

SPOTLIGHT



Equality Indicators: An Important Step for Centering Racial Equity in Data on Racial Disparities

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The Equality Indicators has generated a community-wide discussion about how to address disparities in Tulsa by identifying and measuring inequalities in a wide range of opportunities and outcomes. This is an important step toward seeking to understand the existing nature of inequality. However, disparity data alone are insufficient at dismantling the structural and institutional barriers necessary for accelerating outcomes at scale for groups burdened by systemic inequities. Truly addressing the systemic causes of our social problems will require greater intentionality that extends beyond naming and measuring the disparities. Starting with more intentional approaches to data. This approach has two distinct features.

(1) The data approach must center racial equity in data tracking by also collecting data related to institutions, systems and structures in addition to individual-level data.

This new focus for data tracking acknowledges that systemic inequity perpetuates opportunity gaps, stifling progress on a myriad of outcomes disproportionately for communities of color. When we see racial disparities across individual or people-level outcomes we must ask, what might that suggest about the system? Prioritizing data at the institutional, systemic and structural level may reveal differences in the distribution of resources and opportunities, as well as the differential application of laws, policies, practices and programs occurring among institutions and systems.

(2) A data approach grounded in racial equity must avoid deficit-based framing when presenting data on disparities.

Far too often, outcome disparities suggest that communities of color consistently lag behind their White counterparts. The repeated perpetuation of these statistics can lead to deficit-based thinking and framing of the problem. Deficit-based framing often places the blame of economic, social and educational failures on individuals and communities of color rather than on the institutions that inequitably serve them. This thinking perpetuates racism by essentializing and stereotyping people of color.

A systems-level analysis that situates the disparity in the appropriate historical, social and public policy context, helps mitigate any deficit-based interpretations that can stifle efforts to eliminate gaps in needed areas. A comprehensive racial equity approach for presenting disparities involves the framing of the data by emphasizing the past and present mechanisms that create, maintain or reproduce racial inequity. It critically examines the institutional policies, practices and historical legacies of discrimination that caused and continue to reinforce the disparity.

As a StriveTogether Cradle-to-Career network member, ImpactTulsa is engaged in a Racial Equity Action Team, where collective impact organizations across the nation are mobilizing their communities to make progress on racial equity. ImpactTulsa will continue to share key learnings from this collaborative, identify best practices related to data, as well as continue to center racial equity in their own work to ensure gaps are closing and systems are transforming for communities of color.

SECTION 2

SCORES

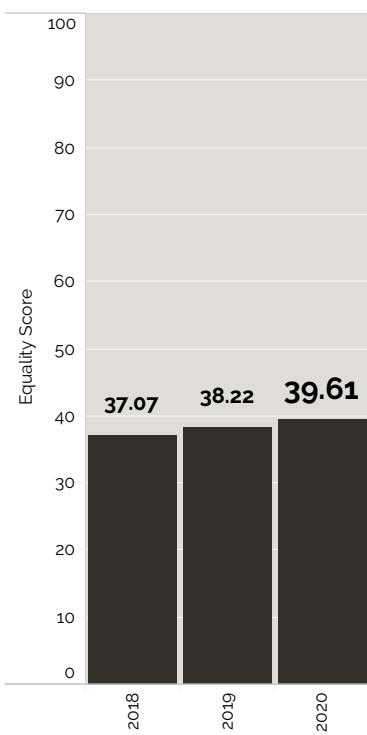
Striving for equality leads us toward economic security, educational success, stable and secure housing, justice and safety, physical and mental well-being, and fair distribution of services for every Tulsan, which ultimately produces a more enriched quality of life for all Tulsans. All Tulsans do better when every Tulsan does better.



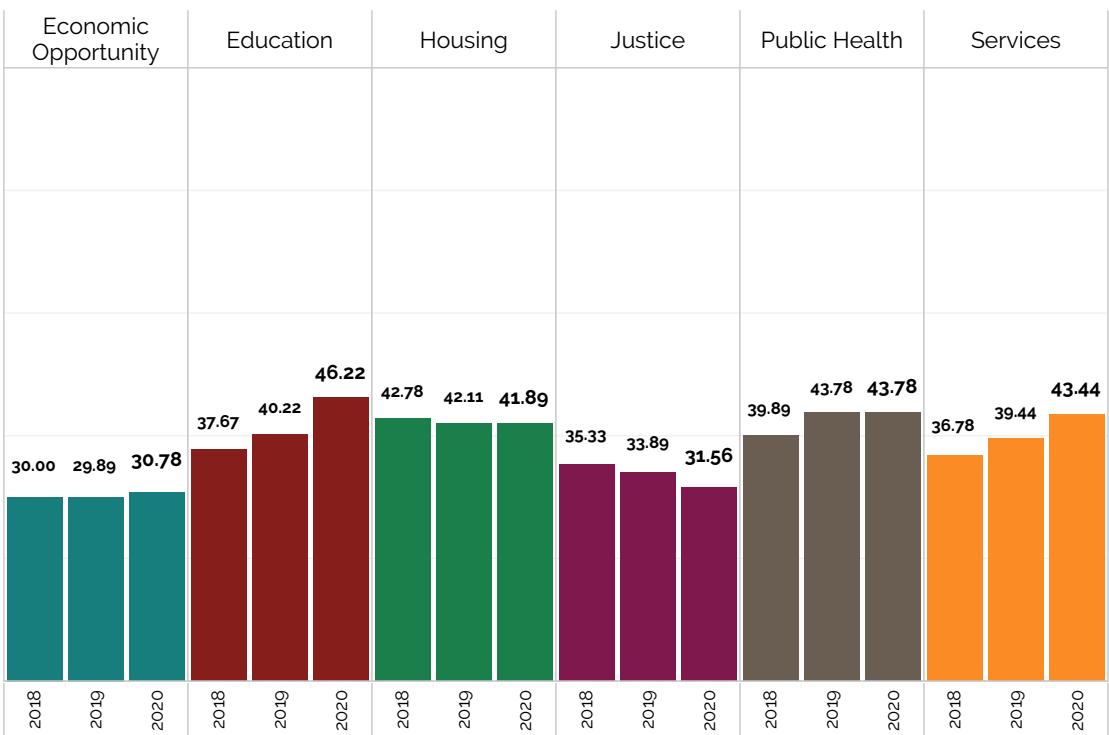
Summary of City and Theme Scores

Tulsa's 2020 score of 39.61 is 1.39 points up from 2019 and 2.54 points up from the baseline in 2018.

City Score



Theme Scores



Tulsa's improving equality score was driven primarily by progress in three themes: Education, Services, and Public Health.

Education is the highest scoring theme in 2020 with a score of 46.22, up 8.56 points from the baseline. This improvement largely resulted from increases in the scores of indicators related to dropping out, absenteeism, high school graduation and college completion.

Three indicators—those dealing with mental health, VA clinic appointment wait time, and health insurance—boosted Public Health's equality score up 3.89 points from the baseline this year to 43.78, making it the second highest scoring theme.

With a score of 43.44, Services, the third highest scoring theme, increased by 6.67 points from the baseline—a result of progress in indicators related to internet access, commute time and bus stops.

The fourth highest scoring theme, Housing, declined very slightly since the baseline in 2018, with a 2020 equality score of 41.89.

Showing the greatest overall decline in score, the Justice theme dropped 3.78 points from the baseline to 31.56 this year, giving it the fifth highest theme score. Responsible for the loss are score reductions in indicators concerning child abuse and neglect, and homicide victimization.

Finally, the lowest scoring theme is Economic Opportunity, with a score of 30.78—a slight improvement over its baseline score.

KEY INDICATORS

Several indicators are worth noting either because of their exceptional 2020 equality scores or their significant progress since 2018.

The two indicators that scored 100 last year—"Homelessness by Veteran Status" and "Veterans Affairs appointment wait times by Comparison to National Average"—both declined slightly this year, but rank as Tulsa's highest and fourth highest scores, at 93 and 77, respectively, and maintained positive change overall since the baseline measurement in 2018.

Four indicators in the Education theme have experienced substantial score increases since 2018. "Graduation by English Proficiency" increased by 15 points since 2018, making it the second highest score for Tulsa at 82. The scores of "Dropping Out by Income," "Chronic Absenteeism by Race," and "College Completion by Race" also improved by some of the highest margins this year, with two-year change scores of +28, +27 and +13, respectively.

The indicator showing the greatest score increase since 2018 and ranking third highest in static score is "Internet Access by Race," with a 2020 score of 78, a 39 point increase since the baseline.

Two Health theme indicators measured well in this year's analysis. "Health Insurance by Race" increased its score by 8 points, making it the fifth highest static score at 73. One of the new indicators this year, "Mentally Unhealthy Days by Income," is trending positively with a change score of +15 since 2018.

Finally, two indicators from the Services theme, and from the Transportation topic specifically, round out the list of highest change scores from 2018 to 2020. "Commute Time by Mode of Transportation" and "Bus Stop Concentration by Geography" gained 12 and 11 points, respectively, since 2018.

The progress of all of these indicators demonstrates the power of both government and institution-led initiatives, as well as grassroots-inspired efforts, to affect change for the better of all Tulsans.

HIGHEST SCORING INDICATORS	2020 EQUALITY SCORE
Ind. 23: Homelessness by Veteran Status	93
Ind. 17: Graduation by English Proficiency	82
Ind. 47: Internet Access by Race	78
Ind. 39: VA Appointment Wait Time by Comparison to National Average	77
Ind. 37: Health Insurance by Race	73
INDICATORS WITH GREATEST POSITIVE CHANGE SCORES	CHANGE 2018–2020
Ind. 47: Internet Access by Race	+39
Ind. 12: Dropping Out by Income	+28
Ind. 11: Chronic Absenteeism by Race	+27
Ind. 17: Graduation by English Proficiency	+15
Ind. 44: Mentally Unhealthy Days by Income	+15
Ind. 18: College Completion by Race	+13
Ind. 53: Commute Time by Mode of Transportation	+12
Ind. 52: Bus Stop Concentration by Geography	+11

It's also important to highlight indicators that point to persistent disparities due to either their very low scores or substantial score decline since 2018, making it more challenging for Tulsa to achieve equity.

Three indicators—"Business Executives by Race," "Payday Loans and Banks by Geography," and "Food Deserts by Geography"—have equality scores of 1 in this year's report, exhibiting the greatest level of inequality possible in the Equality Indicators tool.

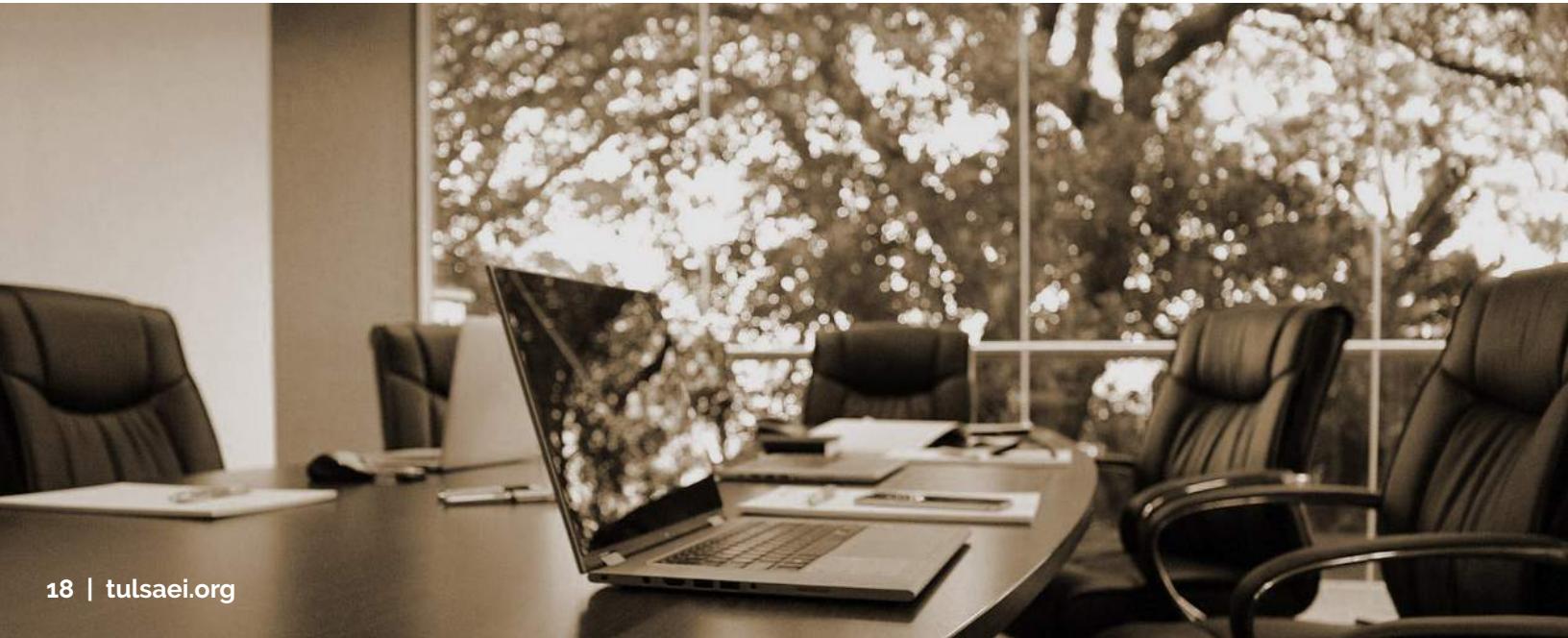
Two Housing theme indicators, "Housing Cost Burden by Income" and "Rent Burden by Income" have the fourth and fifth lowest scores at 14 and 15, respectively.

"Officer Use of Force by Subject Race" scored just slightly better at 16.

Trending in the direction of greater inequality, several indicators were found to have significant negative change scores from 2018 to 2020. Three of those indicators deal with the well-being and potential of children and youth. With the greatest negative change score, "Child Abuse and Neglect by Comparison to National Average" fell 20 points in the two-year time period to a score of 48 in 2020. The score of "Youth Homelessness by Race" declined nine points to a score of 42 in 2020, and in spite of overall progress in the Education theme, "Third Grade Reading Proficiency by Income" experienced a decline in equality with a change score of -6, dropping that indicator's 2020 score to 31.

"Homicide Victimization by Race" and "Homelessness by Disability Status" also exhibited greater inequality from the 2018 baseline to 2020 with change scores of -13 and -8, respectively.

LOWEST SCORING INDICATORS	2020 EQUALITY SCORE
Ind. 2: Business Executives by Race	1
Ind. 3: Payday Loans and Banks by Geography	1
Ind. 43: Food Deserts by Geography	1
Ind. 21: Housing Cost Burden by Income	14
Ind. 25: Rent Burden by Income	15
Ind. 33: Officer Use of Force by Subject Race	16
INDICATORS WITH GREATEST NEGATIVE CHANGE SCORES	CHANGE 2018–2020
Ind. 34: Child Abuse and Neglect by Comparison to National Average	-20
Ind. 35: Homicide Victimization by Race	-13
Ind. 22: Youth Homelessness by Race	-9
Ind. 24: Homelessness by Disability Status	-8
Ind. 16: Third Grade Reading Proficiency by Income	-6



HOW TO INTERPRET THE SCORES: KEY GUIDELINES

A few key guidelines will help the reader interpret and get the most out of the data presented in this report.



A high equality score is not the same as favorable overall conditions for that aspect of life in Tulsa—it only shows relatively equal conditions between the two population groups analyzed.

For instance, the score of 93 for "Homelessness by Veteran Status" indicates a very low level of inequality between veterans and non-veterans in regards to homelessness. However, that score reveals nothing about the overall level of homelessness in Tulsa for either veterans or non-veterans. Equality scores do not show how well Tulsans are doing overall in regards to any particular indicator subject. The data used to calculate scores are shown in each indicator table, making it possible for readers to examine the actual rates and ratios for a better understanding of how Tulsa's populations are faring. Similarly, change scores, which signify movement towards greater or lesser equality, can result from a number of possible scenarios, which is not immediately obvious without a review of the data determining the score. A positive change score, for example, can result from progress for the disadvantaged group or worsening conditions for the advantaged group; a negative change score can result from either worsening conditions for the disadvantaged group or improvement for the advantaged group.



The collection of indicators used in this analysis is not intended to be a comprehensive list, but rather a representative compilation of all the forms that inequality takes in Tulsa.

This is the reason that the methodology prescribes the even distribution of indicators across topics and themes, forcing broad representation of a wide range of areas in which inequalities are present. Likewise, the population groups chosen as the "disadvantaged" group for analysis in each of the indicators are by no means the only population groups experiencing inequalities. The group chosen serves as a proxy for all population groups experiencing that particular inequality.



Equality Indicators, by design, provides measures, based on hard data, of where we stand as a city in terms of equality for a range of opportunities and outcomes.

What it doesn't provide is an analysis of what is responsible for those inequalities. Those answers require an honest and exhaustive exploration of Tulsa's past and present institutions, systems, cultures, people and events. That exploration is beyond the scope of this report.



Results stemming from changes in policies, practices or implementation of new strategies will not be reflected immediately in Equality Indicators data.

This is due to a couple of realities. One, it takes time to see changes in trends due to new policies or programs. Secondly, survey data are generally collected for a year at a time, then cleaned, processed, analyzed and finally reported. Three-quarters of the indicators used in the 2020 report reflect data from 2018 or earlier.



It is important to note that indicators can be framed to measure things that are positive or negative, but the calculation and interpretation of the equality score works the same—a higher score (i.e. closer to 100) means greater equality, and a lower score (i.e. closer to 1) means less equality.

For example, "Voter Turnout by Geography" is an indicator measuring what is generally viewed as a positive thing—voter turnout. In contrast, "Dropping Out by Income" is an indicator measuring what is generally viewed as a negative thing—dropping out of high school. In both cases, the goal is to achieve greater equality as measured by higher equality scores, but how that would ideally happen means movement in opposite directions. For example, greater equality in voter turnout would ideally result from increased voter participation among North Tulsa residents. Greater equality in dropping out of high school would ideally result from decreased dropping out among lower income students.

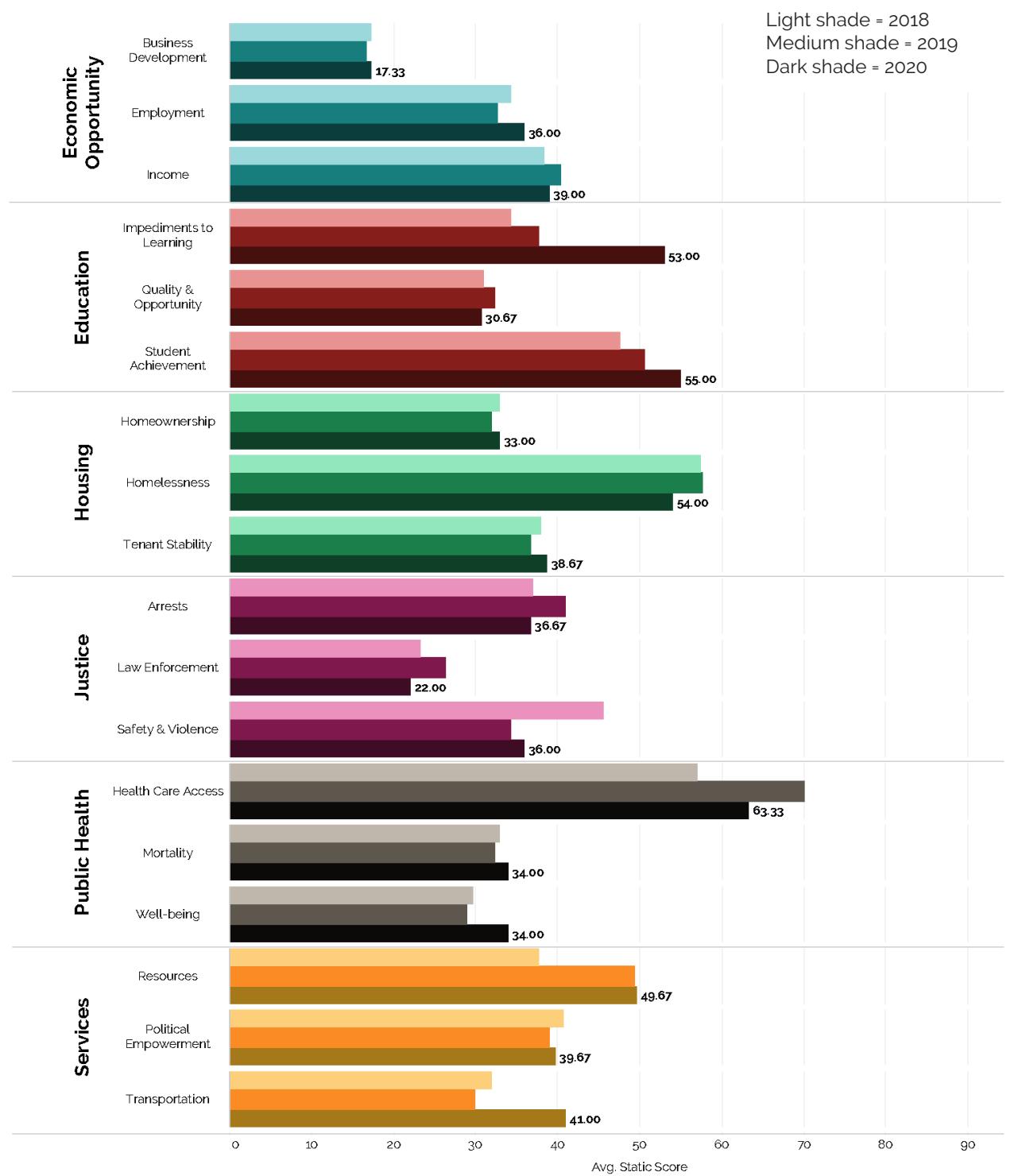
CITY SCORES

2020 City Score: **39.61**

2019 City Score: **38.22**

2018 City Score: **37.07**

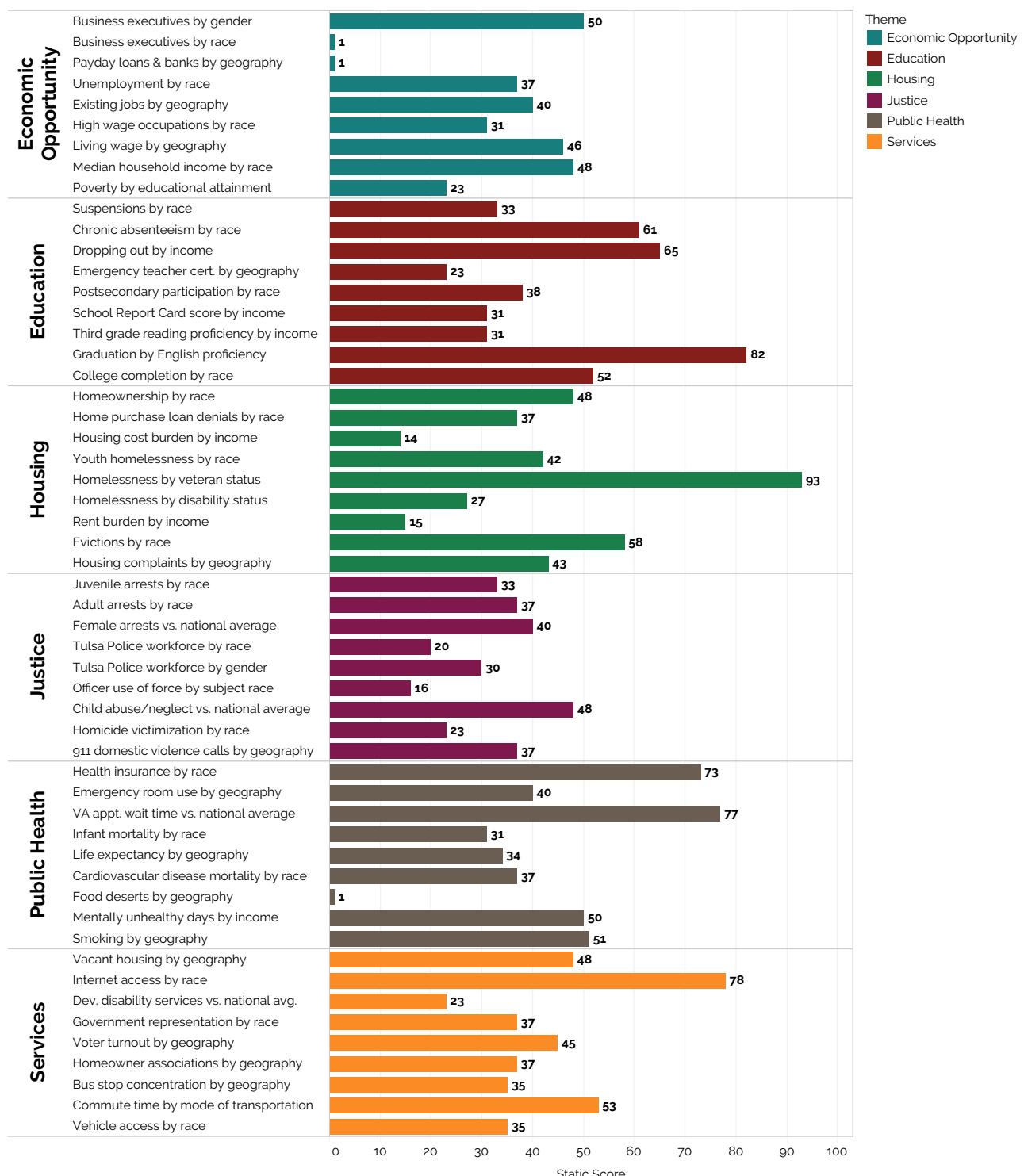
TOPIC SCORES



CITY CHANGE SCORE

Change Score 2018 to 2020: **+2.54**

2020 INDICATOR SCORES





THEME 1

ECONOMIC OPPORTUNITY

2020 Theme Score: **30.78**

2019 Theme Score: **29.89**

2018 Theme Score: **30.00**

Change Score 2018-2020: **+0.78**

Despite slight improvement over last year, the Economic Opportunity theme scored the lowest of all six themes this year at 30.78 out of 100. Many initiatives to boost economic growth in under-resourced neighborhoods have been put in place in recent years. However, there clearly remains much work to be done in Tulsa to achieve equality in the area of economic opportunity.

Economic opportunity is about the presence or absence of opportunities and barriers that affect an individual's ability to realize economic sufficiency and stability. A multitude of interconnected factors impact an individual's ability to achieve economic well-being, including many that are beyond the individual's control. Some of these factors are:

- Systemic and local economic factors;
- Availability of jobs paying living wage;
- Access to non-predatory lending establishments;
- Income inequality;
- Wealth inequality;
- Minimum wage standards; and
- Economic status of personal and professional networks.

An equal set of opportunities to succeed economically does not present itself to all people, nor do all people face the same barriers to economic success. Disparities in opportunities and barriers to economic success, along with the resulting disparities in outcomes are explored throughout the indicators of the Economic Opportunity theme.





Theme: Economic Opportunity



ECONOMIC OPPORTUNITY TOPIC 1: BUSINESS DEVELOPMENT



2020 Topic Score: **17.33**

2019 Topic Score: **16.67**

2018 Topic Score: **17.33**

Change Score 2018-2020: **0**

The Business Development topic of the Economic Opportunity theme scored 17.33, the lowest topic score this year as a result of two indicators with scores of 1—those focused on business executives by race and the distribution of payday loan and banking establishments.

The lack of women and people of color, especially African Americans, in executive-level positions in Tulsa is indicative of a persistent imbalance in the distribution of power and wealth in the Tulsa community.

The preponderance of payday lending establishments and the lack of banks and credit unions in North Tulsa exacerbate barriers to financial stability due to high interest rate loans and limited opportunity for wealth accumulation. The national average payday loan annual percentage rate is nearly 400%—many times higher than the average credit card interest rate. Payday loan customers end up paying exorbitant amounts in fees and finance charges—money that could instead be saved and drawing interest.



INDICATOR 1: Business Executives by Gender

DEFINITION		Ratio of male to female business executives per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		48	48	50	+2
DATA	Male executives	66.8	72.1	74.9	
	Female executives	36.6	39.6	42.7	
	Ratio	1.823	1.819	1.752	
DATA SOURCE		ReferenceUSA, U.S. Businesses Database, 2017, 2018, 2019			

INDICATOR 2: Business Executives by Race

DEFINITION		Ratio of White to Black business executives per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		1	1	1	0
DATA	White executives	84.7	84.7	84.7	
	Black executives	4.6	4.6	4.6	
	Ratio	18.267	18.267	18.267	
DATA SOURCE		ReferenceUSA, U.S. Businesses Database, 2020			

Note: Business Executives by Race is a new indicator in the 2020 report. Because historical data on demographics of business executives are not available through this data source, 2020 data are used for all three years of the report.

INDICATOR 3: Payday Loans and Banks by Geography

DEFINITION		Ratio of banks and credit unions to payday lending establishments in South and North Tulsa			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		3	1	1	-2
DATA	South Tulsa	10.4	12.1	11.4	
	North Tulsa	1.1	0.9	1.0	
	Ratio	9.387	13.659	11.429	
DATA SOURCE		ReferenceUSA, U.S. Historical Businesses Database, 2017, 2018, 2019			

ECONOMIC OPPORTUNITY TOPIC 2: EMPLOYMENT



2020 Topic Score: **36.00**

2019 Topic Score: **32.67**

2018 Topic Score: **34.33**

Change Score 2018-2020: **+1.67**

With a score of 36.00, the Employment topic addresses disparity in unemployment, distribution of jobs, and participation in high-wage occupations.

Availability of jobs in close proximity to home is of key importance to individuals who don't own a reliable vehicle and don't have convenient access to public transportation. Recent and continuing strategic expansions of bus lines across the city including expanding services in North Tulsa, an area that has fewer jobs, should remove some of the barriers residents face in finding employment.

One part of equitable economic development is good paying jobs with benefits. People of color in Tulsa are less likely to be employed in higher paying occupations than are Whites. These are the occupations that generally have annual earnings above \$65,000 in Tulsa, including management, business and financial occupations; computer, engineering and science occupations; legal occupations; health diagnosing and treating practitioners; and other technical occupations. Employment in these fields better equip workers to support themselves and their families without outside assistance and to build wealth.



INDICATOR 4: Unemployment by Race

DEFINITION		Ratio of Black to White unemployment rates			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		38	39	37	-1
DATA	Black unemployment	12.6%	12.4%	10.3%	
	White unemployment	5.4%	5.6%	4.0%	
	Ratio	2.333	2.214	2.575	
DATA SOURCE		U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates			

INDICATOR 5: Existing Jobs by Geography

DEFINITION		Ratio of existing jobs in Midtown to North Tulsa per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		34	34	40	+6
DATA	Midtown Tulsa	979.8	979.8	783.0	
	North Tulsa	332.6	332.6	368.0	
	Ratio	2.946	2.946	2.128	
DATA SOURCE		U.S. Census Bureau, 2016 & 2017 County Business Patterns			

New data for existing jobs were not available at time of data collection for 2019 report, resulting in use of 2016 data for both 2018 and 2019 reports.

INDICATOR 6: High-Wage Occupations by Race

DEFINITION		Ratio of percentage of White to Hispanic/Latinx workers employed in higher wage occupations			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		31	25	31	0
DATA	White workers	30.4%	33.2%	31.2%	
	Hispanic/Latinx workers	8.9%	7.7%	9.3%	
	Ratio	3.416	4.312	3.355	
DATA SOURCE		U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates			

Note: For this indicator, higher wage occupations are those that generally have annual earnings above \$65,000 in Tulsa, and include management, business and financial occupations; computer, engineering and science occupations; legal occupations; health diagnosing and treating practitioners; and other technical occupations.

ECONOMIC OPPORTUNITY TOPIC 3: INCOME



2020 Topic Score: **39.00**

2019 Topic Score: **40.33**

2018 Topic Score: **38.33**

Change Score 2018-2020: **+0.67**

The indicators in the Income topic, with an equality score of 39.00, focus on disparities in income based on race, geography and educational attainment. Income inequality is a nationwide crisis that is impacting people of all demographics, but in Tulsa it is especially apparent for residents of North Tulsa, people of color, and persons with a high school diploma or less. The three indicators frame income in three different ways.

Earning a living wage means having a level of income that allows one to meet basic needs without needing to rely on outside assistance. That level is represented by 200% of the poverty level for this analysis, and is the equivalent of \$43,440 for a family of three. Though showing incremental progress, residents of North Tulsa are about half as likely to earn a living wage as are residents of South Tulsa.

The median household income for White Tulsa households is nearly twice that of African American households. Both of these measures have implications for the capacity of under-resourced families to afford basic necessities like food, housing and health care.

The final indicator in this topic reveals that persons with a high school diploma or less are more than four times as likely to live in poverty as those with at least a bachelor's degree. The poverty level for a family of three is equivalent to earning a wage of just over \$10 an hour.



INDICATOR 7: Living Wage by Geography

DEFINITION		Ratio of percentage of individuals at or above 200% of poverty in South to North Tulsa			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		42	44	46	+4
DATA	South Tulsa	72.9%	72.7%	72.9%	
	North Tulsa	37.0%	37.9%	39.0%	
	Ratio	1.970	1.918	1.869	
DATA SOURCE		U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 5-Year Estimates			

Note: Living wage is the wage required to meet a person's and his/her dependents' basic needs without receiving any public or private assistance. 200% of poverty is a conservative proxy for living wage in Tulsa, and is equivalent to earning in the range of \$12 to \$25 per hour, depending on family size.

INDICATOR 8: Median Household Income by Race

DEFINITION		Ratio of White to Black median household income			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		49	54	48	-1
DATA	White median household income	\$51,053	\$51,744	\$55,448	
	Black median household income	\$28,399	\$30,902	\$30,463	
	Ratio	1.798	1.674	1.820	
DATA SOURCE		U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates			

INDICATOR 9: Poverty by Educational Attainment

DEFINITION		Ratio of poverty rates for individuals with a high school diploma or less to individuals with a bachelor's degree or higher			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		24	23	23	-1
DATA	High school diploma or less	22.9%	23.3%	21.1%	
	Bachelor's degree or higher	5.2%	5.0%	4.5%	
	Ratio	4.404	4.660	4.689	
DATA SOURCE		U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates			



THEME 2 EDUCATION

2020 Theme Score: **46.22**

2019 Theme Score: **40.22**

2018 Theme Score: **37.67**

Change Score 2018-2020: **+8.56**

The Education theme scored 46.22, an 8.56 point increase since the baseline, making Education the highest scoring theme this year. The increase is due to substantial score improvements for several indicators—those focusing on absenteeism, dropping out of high school, graduating high school, and college completion.

This theme includes indicators spanning education from elementary school to postsecondary. A solid foundation during the elementary and secondary years is crucial for future academic and career success, and postsecondary education or training is essential for accessing employment opportunities that will ensure a sufficient wage.

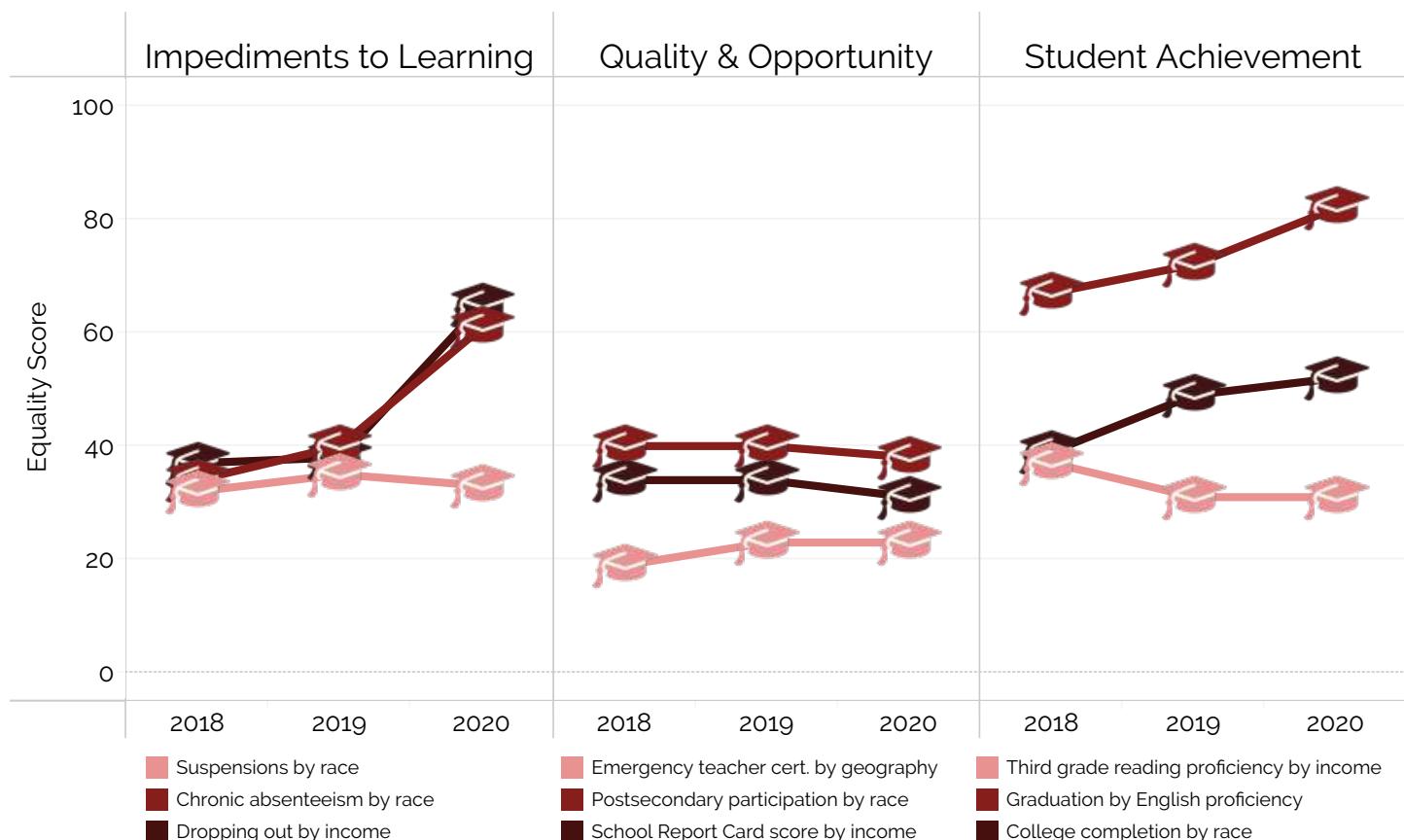
As with economic success, educational success is not just a matter of hard work and making the right choices. The Child Equity Index, an ongoing research effort led by Tulsa Public Schools and ImpactTulsa, has uncovered a multitude of neighborhood factors that can have either a positive or negative impact on student academic outcomes—factors over which children have no control.¹

The indicators in this theme explore disparities in barriers to and opportunities for educational success and student outcomes.





Education Theme



EDUCATION

TOPIC 1: IMPEDIMENTS TO LEARNING



2020 Topic Score: **53.00**

2019 Topic Score: **37.67**

2018 Topic Score: **34.33**

Change Score 2018-2020: **+18.67**

The Impediments to Learning topic experienced the largest two-year score jump of all 18 topics in Tulsa Equality Indicators. This is especially good news as it seems to suggest the breaking down of barriers to equality in educational opportunities. In reality, the data behind the scores reveal that while some progress was made in the disadvantaged groups' experiences, deteriorating circumstances for the advantaged groups contributed to the score improvements as well. Each of the indicators in this topic involve absence from the learning environment, which naturally hinders a student's ability to succeed academically.

National research has found correlations associating higher levels of community racial bias with higher levels of African American students being disproportionately perceived as problematic and more harshly disciplined for the same offenses as White students, adding to higher rates of suspension and expulsion.²

Absenteeism can be the result of many factors besides physical illness, such as transportation barriers, poor school performance, mental health issues, bullying, lack of interest in school, and family responsibilities. Chronic absenteeism is a predictor of dropping out of school in the future.

Lower income students are somewhat more likely to drop out than are higher income students, which further limits those students' opportunities to advance into higher income brackets.



INDICATOR 10: Suspensions by Race

DEFINITION		Ratio of suspension rates for Black to Hispanic/Latinx Tulsa Public Schools students			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		32	35	33	+1
DATA	Black students	14.9%	13.7%	13.4%	
	Hispanic/Latinx students	4.6%	4.9%	4.3%	
	Ratio	3.239	2.796	3.116	
DATA SOURCE		Tulsa Public Schools data request			

INDICATOR 11: Chronic Absenteeism by Race

DEFINITION		Ratio of chronic absenteeism rates for Native American to Asian/Pacific Islander Tulsa Public Schools students			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		34	40	61	+27
DATA	Native American students	31.1%	28.9%	25.5%	
	Asian/Pacific Islander students	10.7%	14.4%	17.2%	
	Ratio	2.907	2.010	1.483	
DATA SOURCE		Tulsa Public Schools data request			

Note: Chronic absenteeism refers to students who miss 10% or more of school year for any reason.

INDICATOR 12: Dropping Out by Income

DEFINITION		Ratio of dropout rates for economically disadvantaged to not economically disadvantaged Tulsa Public Schools 12th grade students			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		37	38	65	+28
DATA	Economically disadvantaged 12th graders	18.7%	16.7%	15.6%	
	Not economically disadvantaged 12th graders	7.5%	7.1%	11.1%	
	Ratio	2.493	2.352	1.405	
DATA SOURCE		Tulsa Public Schools data request			

Note: Economically disadvantaged students are defined as those qualifying for the free and reduced lunch program.



EDUCATION

TOPIC 2: QUALITY AND OPPORTUNITY

2020 Topic Score: **30.67**

2019 Topic Score: **32.33**

2018 Topic Score: **31.00**

Change Score 2018-2020: **-0.33**

The Quality and Opportunity topic scored 30.67 this year, recording little change from the baseline. The indicators in this topic reflect disparities in overall quality of Tulsa students' learning experiences as measured by reliance on emergency-certified teachers, participation in postsecondary opportunities, and the state's School Report Card scoring system.

While acknowledging the great contributions made by Tulsa's emergency-certified teachers over the past several years to deal with the statewide teacher shortage resulting from persistent lack of funding, research shows that fully trained and experienced classroom teachers cannot be replaced without sacrificing quality.³ Not only are teachers suffering from inequitable compensation levels, but it is ultimately the students who lose due to less than optimal learning experiences. Taking effect in the 2020-21 school year, stricter eligibility requirements in the state should ensure higher levels of teaching skills and preparedness among incoming emergency certified teachers.

English Learner students are less than half as likely to pursue and complete postsecondary readiness opportunities as their non-English Learner classmates. These opportunities, that include internships, advanced placement courses, concurrent enrollment, and technical training, serve to better prepare students for college or career after high school and give them a robust boost toward accomplishing their goals in that next phase.

Two years ago the State Department of Education developed and implemented a new school and district evaluation system—the Oklahoma School Report Cards—that better captures the many elements that make up schools' performance. Based on the new system, our analysis finds that lower income schools score significantly lower than do higher income schools.



INDICATOR 13: Emergency Teacher Certification by Geography

DEFINITION		Ratio of emergency teacher certifications in Tulsa Public Schools to other Tulsa County public school districts per 1,000 teachers			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		19	23	23	
DATA	Tulsa Public Schools	48.0	110.6	110.6	+4
	Other Tulsa County public school districts	9.1	24.0	24.0	
	Ratio	5.275	4.601	4.601	
DATA SOURCE		Oklahoma State Department of Education, SY 2016-17 & 2017-18			

Note: The 13 other public school districts in Tulsa County include: Berryhill, Bixby, Broken Arrow, Collinsville, Glenpool, Jenks, Keystone, Liberty, Owasso, Sand Springs, Skiatook, Sperry and Union.

Data for 2018-19 school year for emergency teacher certification were not available at the time of data collection, resulting in use of 2017-18 data for both 2019 and 2020 reports.

INDICATOR 14: Postsecondary Opportunities Participation by English Proficiency

DEFINITION		Ratio of percentage of non-English Learner to English Learner Tulsa Public Schools high school juniors and seniors completing a postsecondary readiness option			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		40	40	38	
DATA	Non-English Learner	57.4%	57.4%	53.5%	-2
	English Learner	28.4%	28.4%	23.1%	
	Ratio	2.021	2.021	2.316	
DATA SOURCE		Oklahoma State Department of Education, Oklahoma School Report Cards, SY 2017-18 & 2018-19			

Note: Postsecondary opportunity participation is the successful completion and passing of at least one approved college or career-readiness program, which include: advanced placement or international baccalaureate (AP/IB) coursework, concurrent or dual enrollment, internships, and CareerTech coursework leading to industry certification.

Because the new school report card methodology was developed and implemented by the Oklahoma State Department of Education beginning with the 2017-18 school year, yielding the prior system no longer comparable, the scores for 2017-18 school year are used for both the 2018 and 2019 report years.

INDICATOR 15: School Report Card Score by Income

DEFINITION		Ratio of School Report Card scores for higher income to lower income Tulsa Public Schools high schools			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		34	34	31	
DATA	Higher income high schools	60	60	59	-3
	Lower income high schools	20	20	17	
	Ratio	3.000	3.000	3.471	
DATA SOURCE		Oklahoma State Department of Education, Oklahoma School Report Cards, SY 2017-18 & 2018-19			

Note: Oklahoma's new "School Report Card" assesses school performance across multiple indicators, including academic achievement, academic growth, chronic absenteeism, progress in English language proficiency assessments, postsecondary opportunities and graduation.

Higher income schools for this indicator are defined as those with less than 60% of students qualifying for free and reduced lunch, and lower income schools as those with at least 90% of students qualifying.

Because the new school report card methodology was developed and implemented by the Oklahoma State Department of Education beginning with the 2017-18 school year, yielding the prior system no longer comparable, the scores for 2017-18 school year are used for both the 2018 and 2019 report years.

EDUCATION

TOPIC 3: STUDENT ACHIEVEMENT



2020 Topic Score: **55.00**

2019 Topic Score: **50.67**

2018 Topic Score: **47.67**

Change Score 2018-2020: **+7.33**

With a 2020 score of 55.00, the Student Achievement topic improved by 7.33 points since the baseline. This topic includes indicators that measure disparities in outcomes in elementary school, high school and college.

Third grade reading proficiency is a crucial achievement as it serves as an important building block for future academic success. Through third grade, students are learning to read—after third grade they are reading to learn. What this means is that students need to have acquired by third grade all the basic skills necessary for reading and for progressing as developmentally appropriate to read more challenging materials in later grades. After the third grade, students must be able to read and comprehend grade-level appropriate materials in order to have the opportunity to learn from other subjects. Our analysis shows that disadvantaged third graders are a third as likely to score proficient or advanced on the standardized reading test as are third graders who are not disadvantaged—further challenging their opportunities to succeed.

About three-quarters of Tulsa Public Schools students graduate with their class, an accomplishment that has been increasing in recent years for all Tulsa students. Increasing faster than average, however, is the four-year cohort graduation rate for Tulsa's English Learner students, leading to an improving equality score. English Learner students not only face the task of mastering the normal range of subjects but do so with the added challenge of learning in a language that is not their primary one.

Students who do not finish college can experience additional barriers to financial stability, such as incurred debt from tuition and other college expenses, the possible loss of income if employment was ended or reduced to attend college, and reduced earnings. Individuals who don't complete college typically earn only about 10% more than those with a high school diploma, compared to the 80% more they could earn with a degree.



INDICATOR 16: Third Grade Reading Proficiency by Income

DEFINITION		Ratio of 3rd grade reading/language arts proficiency levels for not economically disadvantaged to economically disadvantaged Tulsa Public Schools students			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		37	31	31	-6
DATA	Not economically disadvantaged students	35.1%	39.9%	49.0%	
	Economically disadvantaged students	14.3%	11.7%	14.4%	
	Ratio	2.455	3.410	3.403	
DATA SOURCE		Tulsa Public Schools data request			

Note: Economically disadvantaged students are defined as those qualifying for the free and reduced lunch program.

INDICATOR 17: Graduation by English Proficiency

DEFINITION		Ratio of four-year cohort graduation rates for all Tulsa Public Schools students to English Learners			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		67	72	82	+15
DATA	All students	73.0%	78.0%	77.6%	
	English Learner students	53.0%	61.0%	71.1%	
	Ratio	1.377	1.279	1.091	
DATA SOURCE		Oklahoma State Department of Education, SY 2015-16 & SY 2016-17; Oklahoma State Department of Education, Oklahoma School Report Cards, SY 2017-18.			

INDICATOR 18: College Completion by Race

DEFINITION		Ratio of percentage of Black to Hispanic/Latinx persons age 25 and older who started college, but did not graduate with a degree			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		39	49	52	+13
DATA	Black persons 25+	28.6%	28.5%	27.7%	
	Hispanic/Latinx persons 25+	13.0%	15.9%	16.2%	
	Ratio	2.200	1.792	1.710	
DATA SOURCE		U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates			



THEME 3 HOUSING

2020 Theme Score: **41.89**

2019 Theme Score: **42.11**

2018 Theme Score: **42.78**

Change Score 2018-2020: **-0.89**

The Housing theme received a score of 41.89 this year—a slight decrease from the baseline. The indicators in this theme consider housing from three perspectives: those who own a home, who rent, and who experience homelessness.

Shelter is a basic human need without which other concerns cannot be effectively addressed. Once in stable housing, an individual has greater capacity to pursue education or employment, to work towards better health, or to focus on other personal goals to improve one's quality of life. Research confirms that stable affordable housing provides low-income individuals an increased chance of upward mobility.⁴

All across the nation, cities are facing a serious crisis of a lack of affordable housing. The problem directly affects both homeowners and renters, who may struggle with meeting other needs such as food, health care, educational opportunities, child care and transportation. This impacts whole communities. The limited ability of people to spend money on other consumer goods and services impacts job growth and economic development across all sectors of the local economy.





Housing Theme



HOUSING

TOPIC 1: HOMEOWNERSHIP



2020 Topic Score: **33.00**

2019 Topic Score: **32.00**

2018 Topic Score: **33.00**

Change Score 2018-2020: **0**

Homeownership scored 33.00—no change from the baseline. Disparities in who owns homes and who is most impacted by the lack of affordable housing are explored in this topic.

Homeownership is an indicator that is both an outcome and an opportunity. It is an outcome because it generally indicates that an individual's income is sufficient and steady enough to afford a down payment and mortgage. It represents an opportunity because it is a key tool for building long-term wealth, which enables the homeowner to leverage that wealth to save and invest money, to borrow more money at reasonable rates, and to pass wealth on to his or her children. Whites are almost twice as likely as African Americans in Tulsa to own their homes—making it more challenging for African Americans to accumulate wealth and to have greater control over location, home and neighborhood conditions.

Most people find it necessary to take out a loan to purchase a home—a process that is not always easy or successful. Among Tulsans, Native Americans are about two and a half times as likely to be denied a home loan as are Asians. Several factors determine whether a loan is approved or denied. An appraisal value lower than the purchase price, insufficient funds for down payment and closing costs, high debt to income ratio, and bad or no credit all contribute to a home loan denial.

The affordable housing crisis is possibly most apparent in the disparity regarding households spending more than 30% of income on mortgage—known as housing cost burden. In order to maintain a basic household budget, no more than 30% of a household's income should go towards housing expenses; a greater share allocated to housing expenses means insufficient funds for other basic necessities like food, medical care, transportation and child care.



INDICATOR 19: Homeownership by Race

DEFINITION		Ratio of percentage of White to Black householders who are homeowners			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		47	54	48	+1
DATA	White householders	58.1%	58.2%	57.9%	
	Black householders	31.6%	34.8%	32.0%	
	Ratio	1.839	1.672	1.809	
DATA SOURCE		U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates			

INDICATOR 20: Home Purchase Loan Denials by Race

DEFINITION		Ratio of percentage of Native American to Asian home purchase loan denials			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		38	29	37	-1
DATA	Native American loan denials	27.3%	26.4%	23.4%	
	Asian loan denials	11.2%	7.2%	9.4%	
	Ratio	2.438	3.667	2.489	
DATA SOURCE		Federal Financial Institutions Examination Council, Conventional Purchases by Race, 2016, 2017 & 2018			

INDICATOR 21: Housing Cost Burden by Income

DEFINITION		Ratio of percentage of lower income to higher income homeowner households that spend more than 30% of income on housing costs			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		14	13	14	O
DATA	Lower income homeowner households	55.5%	59.3%	58.7%	
	Higher income homeowner households	8.4%	8.7%	8.7%	
	Ratio	6.607	6.816	6.747	
DATA SOURCE		U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates			

Note: The accepted federal standard for housing affordability states that no more than 30% of a household's gross income should be spent on housing and utilities expenses. Homeowners are classified as low-income for this indicator when their annual household income is less than \$35,000, and higher-income when their household income is equal to or greater than \$35,000.



HOUSING

TOPIC 2: HOMELESSNESS

2020 Topic Score: **54.00**

2019 Topic Score: **57.67**

2018 Topic Score: **57.33**

Change Score 2018-2020: **-3.33**

This year's equality score for Homelessness is 54.00, down 3.33 points from the baseline. Improvements in equality for homeless veterans were outweighed by growing disparity among youth and persons with disabilities.

The number of persons experiencing homelessness in Tulsa is growing, as it is all over the nation. In 2018, a total of 5,612 unique individuals stayed at emergency shelters and in transitional housing programs in Tulsa County. Many more slept outdoors, in vehicles or on friends' couches. Based on surveys of individuals staying in various homeless shelters in Tulsa County, 7% are veterans, 30% have physical disabilities, 45% report having a mental illness, 27% report a substance abuse problem, and 24% have experienced domestic violence. A third of those staying in shelters are chronically homeless, meaning that they have experienced homelessness for at least a year, or repeatedly, while struggling with a disabling condition such as a serious mental illness, substance use disorder or physical disability. About 10% of Tulsans experiencing homelessness are young people aged 13 to 25. Of those, 29% are LGBT+ and 32% have been involved in the foster care system.⁵

The lack of affordable housing is one of the major challenges to substantially reducing or even eliminating homelessness.



INDICATOR 22: Youth Homelessness by Race

DEFINITION		Ratio of homelessness among Native American to White youth age 10 to 24 per 1,000 youth			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		51	38	42	-9
DATA	Native American youth	24.9	33.4	24.4	
	White youth	14.3	13.7	12.4	
	Ratio	1.746	2.441	1.967	
DATA SOURCE		Tulsa Homeless Management Information System, Annual Homeless Assessment Report to Congress, for time period October 1, 2016 to September 30, 2019			

INDICATOR 23: Homelessness by Veteran Status

DEFINITION		Ratio of homelessness among veterans to non-veterans per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		86	100	93	+7
DATA	Veterans	17.9	16.4	16.0	
	Non-veterans	16.7	16.8	15.5	
	Ratio	1.072	0.972	1.037	
DATA SOURCE		Tulsa Homeless Management Information System, Annual Homeless Assessment Report to Congress, for time period October 1, 2016 to September 30, 2019			

INDICATOR 24: Homelessness by Disability Status

DEFINITION		Ratio of homelessness among individuals with a disability to individuals without a disability per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		35	35	27	-8
DATA	Persons with a disability	30.4	30.4	37.4	
	Persons with no disability	10.5	10.7	9.3	
	Ratio	2.891	2.840	4.024	
DATA SOURCE		Tulsa Homeless Management Information System, Annual Homeless Assessment Report to Congress, for time period October 1, 2016 to September 30, 2019			

HOUSING

TOPIC 3: TENANT STABILITY



2020 Topic Score: **38.67**

2019 Topic Score: **36.67**

2018 Topic Score: **38.00**

Change Score 2018-2020: **+0.67**

The topic of Tenant Stability, with a score of 38.67, focuses on disparities in experiences of renters in Tulsa.

Like housing cost burden, rent burden is a serious problem across the country and in Tulsa that results from the lack of affordable housing. The shortage of affordable rental properties for low- to moderate-income Tulsans means that many are forced to spend more than 30% of their income on rent. As mentioned previously, a high rent burden could mean insufficient funds to pay for other basic necessities such as food, health care, child care and transportation. With little room in a budget for emergencies or unexpected expenses, eviction is a possible outcome. At 7.8%, Tulsa has the 11th highest eviction rate of all cities in the nation. Renters living in non-majority White census tracts in Tulsa face higher eviction rates than do renters in majority White tracts.

Complaints made to the Tulsa Health Department regarding housing related issues typically are made by renters, and shed light on quality and maintenance of rental properties and responsiveness of property management to promptly meet tenants' needs. Differences in frequency of complaints point to disparities for renters living in different parts of Tulsa.



INDICATOR 25: Rent Burden by Income

DEFINITION		Ratio of percentage of lower income to higher income renter households that spend more than 30% of income on rent			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		12	13	15	+3
DATA	Lower income renter households	79.1%	79.9%	82.0%	
	Higher income renter households	11.3%	11.6%	12.8%	
	Ratio	7.000	6.888	6.406	
DATA SOURCE		U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates			

Note: The accepted federal standard for housing affordability states that no more than 30% of a household's gross income should be spent on rent and utilities. Renters are classified as low income when their annual household income is less than \$35,000 and higher income when their household income is greater than or equal to \$35,000.

INDICATOR 26: Evictions by Race

DEFINITION		Ratio of eviction rates for non-majority White to majority White census tracts			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		59	58	58	-1
DATA	Non-majority White census tracts	8.9%	9.5%	9.5%	
	Majority White census tracts	5.8%	6.1%	6.1%	
	Ratio	1.534	1.557	1.557	
DATA SOURCE		The Eviction Lab, 2015 & 2016			

Note: Census tracts are considered majority White when their White population is 51% or more. Eviction data for 2017 were not available at time of data collection, resulting in use of 2016 data for both 2019 and 2020 reports.

INDICATOR 27: Housing Complaints by Geography

DEFINITION		Ratio of housing complaints from North to South Tulsa per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		43	39	43	0
DATA	North Tulsa	3.0	2.6	3.6	
	South Tulsa	1.6	1.2	1.9	
	Ratio	1.949	2.284	1.938	
DATA SOURCE		Tulsa Health Department data request			



THEME 4 JUSTICE

2020 Theme Score: **31.56**

2019 Theme Score: **33.89**

2018 Theme Score: **35.33**

Change Score 2018-2020: **-3.78**

Scoring 31.56 this year, the Justice theme explores disparities in arrests, law enforcement workforce, officer use of force, and violence. Using data to better understand the issues in policing, safety and violence enables city and law enforcement leaders and the public to work together to objectively examine trends and patterns to help identify root causes and develop strategies to reduce disparities.

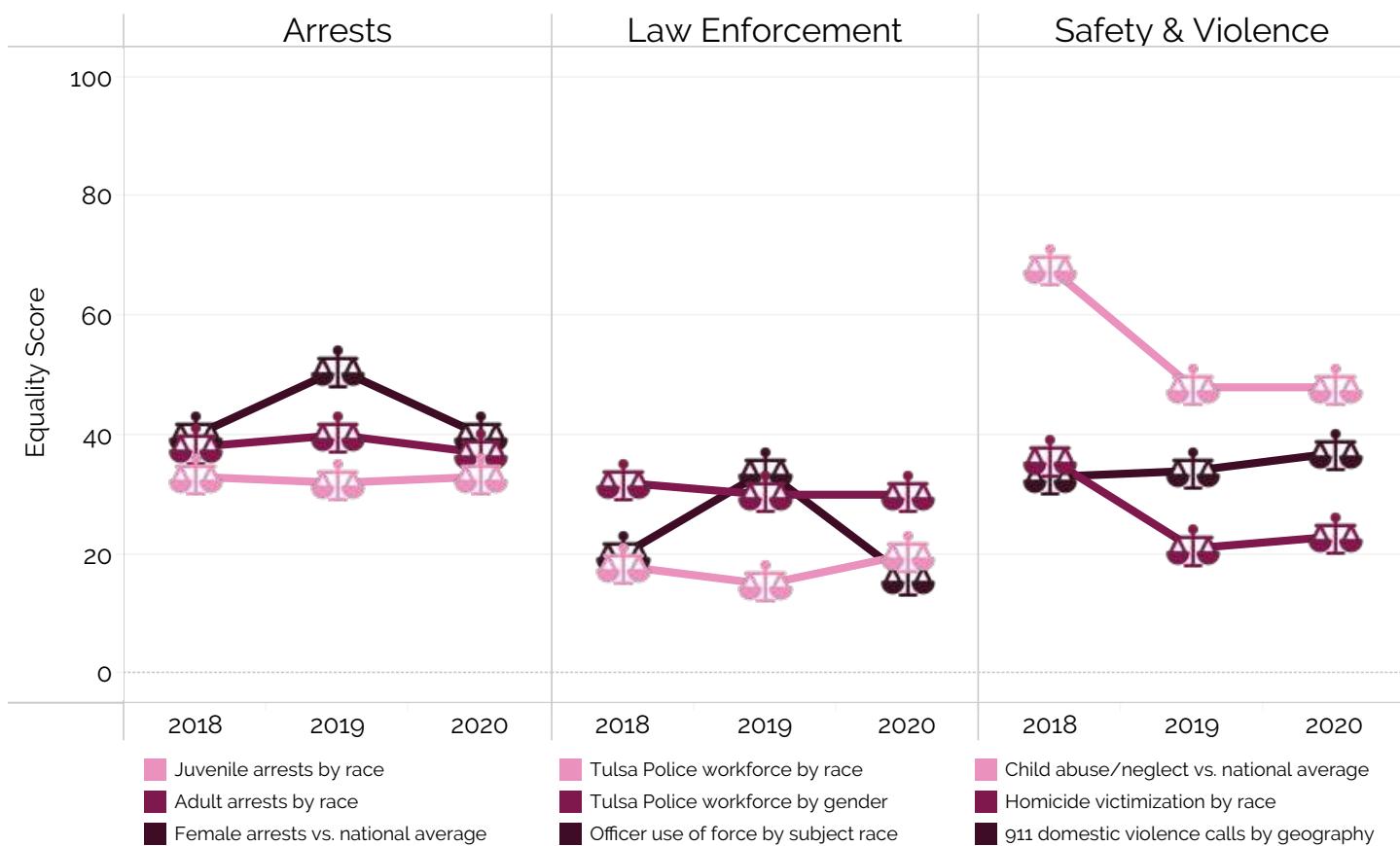
Oklahoma currently has the highest female incarceration rate and the second highest total and male rates, not only in the country, but also in the world. Consequently, initiatives to advance criminal justice reform have been taking place in Oklahoma recently, including one that has resulted in the commutation of sentences for hundreds of individuals over the past year.

Extensive research finds that African Americans in Tulsa and across the nation experience disproportionate levels of policing, stops, searches, issuing of citations, use of force, convictions, sentencing severity, use of alternatives to incarceration, arrests for failure to pay fines and fees, and youth sentenced as adults that do not align with higher levels or severity of crime committed.⁶ Systemic racism and implicit bias throughout the entire criminal justice system have been found to significantly contribute to these disproportionate levels.⁷





Theme: Justice



JUSTICE TOPIC 1: ARRESTS



2020 Topic Score: **36.67**

2019 Topic Score: **41.00**

2018 Topic Score: **37.00**

Change Score 2018-2020: **-0.33**

With a 2020 equality score of 36.67, the Arrests topic includes analysis of racial disparities in juvenile and adult arrests in Tulsa and a comparison of Tulsa to the national average in female arrests.

The data indicate that African American youth are three times as likely and African American adults are two and a half times as likely to be arrested as their White counterparts in Tulsa. Analysis of national crime rates by race do not align with these disproportionate arrest rates—meaning that higher arrest rates of African Americans are not justified by proportionally higher crime rates.⁸ Results from the 2018 Gallup-Tulsa CitiVoice Index show that African Americans have disproportionately greater negative contact with law enforcement.⁹ The survey found that less than a quarter of African American Tulsans strongly or very strongly agree that the Tulsa Police Department treats people like them fairly, compared to 62% of White, and 49% of Hispanic/Latinx Tulsans.

Females are arrested in Tulsa at a rate twice the national average, a situation that contributes to the state's exceedingly high rate of female incarceration. As with males, women and girls of color are disproportionately represented among arrested females.



INDICATOR 28: Juvenile Arrests by Race

DEFINITION		Ratio of arrests for Black to White youth age 0 to 17 per 1,000 youth			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		33	32	33	O
DATA	Black youth	22.3	21.9	17.2	
	White youth	7.1	6.6	5.5	
	Ratio	3.153	3.327	3.153	
DATA SOURCE		City of Tulsa data request			

Note: As in previous Equality Indicators reports, the comparison of Blacks to Whites was intentionally selected to reflect the contemporary discourse surrounding this specific indicator.

INDICATOR 29: Adult Arrests by Race

DEFINITION		Ratio of arrests for Black to White adults per 1,000 adults			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		38	40	37	-1
DATA	Black adults	108.7	73.0	108.8	
	White adults	45.2	35.8	42.9	
	Ratio	2.404	2.041	2.535	
DATA SOURCE		City of Tulsa data request			

Note: As in previous Equality Indicators reports, the comparison of Blacks to Whites was intentionally selected to reflect the contemporary discourse surrounding this specific indicator.

INDICATOR 30: Female Arrests by Comparison to National Average

DEFINITION		Ratio of arrests for females in Tulsa to national average per 1,000 females			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		40	51	40	O
DATA	City of Tulsa	30.5	26.5	29.1	
	National average	14.8	15.4	14.0	
	Ratio	2.062	1.725	2.072	
DATA SOURCE		City of Tulsa data request; Federal Bureau of Investigation, Uniform Crime Reporting: National Incident-Based Reporting System 2016, 2017 & 2018			

JUSTICE

TOPIC 2: LAW ENFORCEMENT



2020 Topic Score: **22.00**

2019 Topic Score: **26.33**

2018 Topic Score: **23.33**

Change Score 2018-2020: **-1.33**

At 22.00, the Law Enforcement topic score is the second lowest of all 18 topics in the report this year. Included in the topic are two indicators focusing on police department workforce disparities and one focusing on disparities in officer use of force.

Although showing a small improvement this year, Hispanic/Latinx Tulsans continue to be substantially underrepresented in the Tulsa Police Department's (TPD) workforce. In order to have equal representation to Whites, the rate of Hispanic/Latinx participation would have to experience a fivefold increase. Women also continue to be underrepresented in the department's workforce, requiring more than a threefold rate increase to catch up to that of men. The TPD is actively taking steps to increase recruitment of women and people of color. Greater diversity in a police force tends to increase the level of trust between officers and the public.

Racial disparity in use of force—which may or may not result in death—is both a national and a local concern as African Americans are significantly more likely to be the subject of use of force by police than are persons of other races all across the nation. As a share of total population by race in Tulsa, African Americans experience officer use of force at a rate six times that of Hispanics/Latinx, and two and a half times that of Whites. Between the 2019 and 2020 Equality Indicator reporting years, all racial groups in Tulsa experienced a decrease in both use of force incidents and rate of use of force per 1,000 residents. However, because Equality Indicators measures relative rates between two groups, the significantly greater decrease for the Hispanic/Latinx community compared to the Black community resulted in a lower equality score for Indicator 33 in this year's report.

There isn't a standardization of data across police departments on how use of force is measured, nor is there a scientific consensus on how the rate is calculated.¹⁰ Across the country, use of force rate calculations vary in both numerator and denominator across analyses. For example, the numerator may be number of use of force subjects, number of use of force measures, or number of officers involved; the denominator may be jurisdiction population, contacts with police, arrests, or arrests involving a weapon.

Two valid ways to measure officer use of force include calculating the rate of subjects per population and per arrests. Tulsa Equality Indicators has chosen to use the rate of subjects per population method for calculating officer use of force because it serves to reflect the impact on the entire community in terms of public safety, physical and mental health, community-level trauma, and trust-building with the police force.¹¹ This method of calculation allows for a holistic view of a disparity for population groups or communities, which aligns with the purposes of Equality Indicators.

The second way to measure use of force is to use the rate of subjects per arrests. This is also an important calculation as it looks at a subset of a community—persons arrested.

For Indicator 33 in this report, the officer use of force per the population is the method that contributes to the overall equality score. For reference and comparison to Indicator 33, the equality scores for use of force measured using arrests as the denominator are included in the table. Review of the data indicates that the highest rate of officer use of force per arrests in Tulsa is experienced by the Hispanic/Latinx population. However, due to the high percentage of arrest records with unknown ethnicity, Whites (the group with lowest rate) and Blacks (the group with the second highest rate) were used as the comparison groups for this alternative method of calculation.

INDICATOR 31: Tulsa Police Department Workforce by Race

DEFINITION		Ratio of White to Hispanic/Latinx Tulsa Police Department employees per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		18	15	20	
DATA	White employees	1.4	1.4	1.4	+2
	Hispanic/Latinx employees	0.2	0.2	0.3	
	Ratio	5.719	6.253	5.080	
DATA SOURCE		Tulsa Police Department, 2016, 2017 & 2018 Internal Affairs Annual Reports			

INDICATOR 32: Tulsa Police Department Workforce by Gender

DEFINITION		Ratio of male to female Tulsa Police Department employees per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		32	30	30	
DATA	Male employees	1.6	1.6	1.6	-2
	Female employees	0.5	0.4	0.4	
	Ratio	3.349	3.629	3.588	
DATA SOURCE		Tulsa Police Department, 2016, 2017 & 2018 Internal Affairs Annual Reports			

INDICATOR 33: Officer Use of Force by Subject Race

DEFINITION		Ratio of Black to Hispanic/Latinx subjects of officer use of force per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		20	34	16	
DATA	Black subjects	2.6	2.4	1.7	-4
	Hispanic/Latinx subjects	0.5	0.8	0.3	
	Ratio	5.030	3.031	6.138	
DATA SOURCE		Tulsa Police Department, 2016, 2017 & 2018 Internal Affairs Annual Reports			
Alternative Calculation Method for Use of Force		2018	2019	2020	
		White	Black	White	Black
Subjects of use of force per 1,000 arrests		25.0	31.7	23.2	33.1
Ratio		1.269		1.427	
Equality score		72		64	
				76	

JUSTICE

TOPIC 3: SAFETY AND VIOLENCE



2020 Topic Score: **36.00**

2019 Topic Score: **34.33**

2018 Topic Score: **45.67**

Change Score 2018-2020: **-9.67**

The Safety and Violence topic scored 36.00 this year, down 9.67 points from the baseline; this was the greatest decrease in score of all topics in the report. That decrease is derived from increases in disparity in child abuse and neglect, and in homicide victimization.

Child abuse and neglect is one of the indicators that assesses the disparity between the rates of Tulsa County and the national average. The rate of confirmed cases of child abuse and neglect in Tulsa County is nearly twice the national average. This discrepancy aligns with research showing that Oklahoma ranks highest among states in Adverse Childhood Experiences (ACEs), with child abuse and neglect making up a substantial part of that measure.¹² ACEs research finds that high levels of childhood trauma are correlated with increased high-risk behaviors during youth and young adulthood, and poorer health outcomes in adulthood.¹³

Domestic violence spans all races and socioeconomic classes. Victims with access to fewer resources to escape the violence are typically the ones more likely to call 911 for assistance. Victims with higher incomes often have personal resources necessary to depart a volatile environment and therefore may not be as likely to rely on 911 assistance. Fear of deportation can also prevent many immigrant victims from accessing help.



INDICATOR 34: Child Abuse and Neglect by Comparison to National Average

DEFINITION		Ratio of Tulsa County to national average substantiated child abuse and neglect reports per 1,000 children age 0 to 17			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		68	48	48	-20
DATA	Tulsa County	12.4	16.4	16.6	
	National average	9.2	9.1	9.1	
	Ratio	1.348	1.802	1.824	
DATA SOURCE		Oklahoma Department of Human Services, Annual Reports FY2015, FY2016 & FY2017; Child Welfare Information Gateway, Child Maltreatment 2015, 2016 & 2017: Summary of Key Findings			

INDICATOR 35: Homicide Victimization by Race

DEFINITION		Ratio of homicide victimization among Blacks to Whites per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		36	21	23	-13
DATA	Black victims	0.5	0.7	0.5	
	White victims	0.2	0.1	0.1	
	Ratio	2.705	4.969	4.637	
DATA SOURCE		City of Tulsa data request			

Note: As in previous Equality Indicators reports, the comparison of Blacks to Whites was intentionally selected to reflect the contemporary discourse surrounding this specific indicator.

INDICATOR 36: 911 Domestic Violence Calls by Geography

DEFINITION		Ratio of Domestic Violence related calls to 911 from North to South Tulsa per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		33	34	37	+4
DATA	North Tulsa	89.8	81.1	94.6	
	South Tulsa	29.3	27.1	36.6	
	Ratio	3.061	2.992	2.586	
DATA SOURCE		City of Tulsa data request			



THEME 5 PUBLIC HEALTH

2020 Theme Score: **43.78**

2019 Theme Score: **43.78**

2018 Theme Score: **39.89**

Change Score 2018-2020: **+3.89**

As one of the highest scoring themes this year at 43.78, Public Health explores disparities for a wide range of health concerns, including access to health care, personal behaviors impacting health, social determinants of health, mental health and mortality.

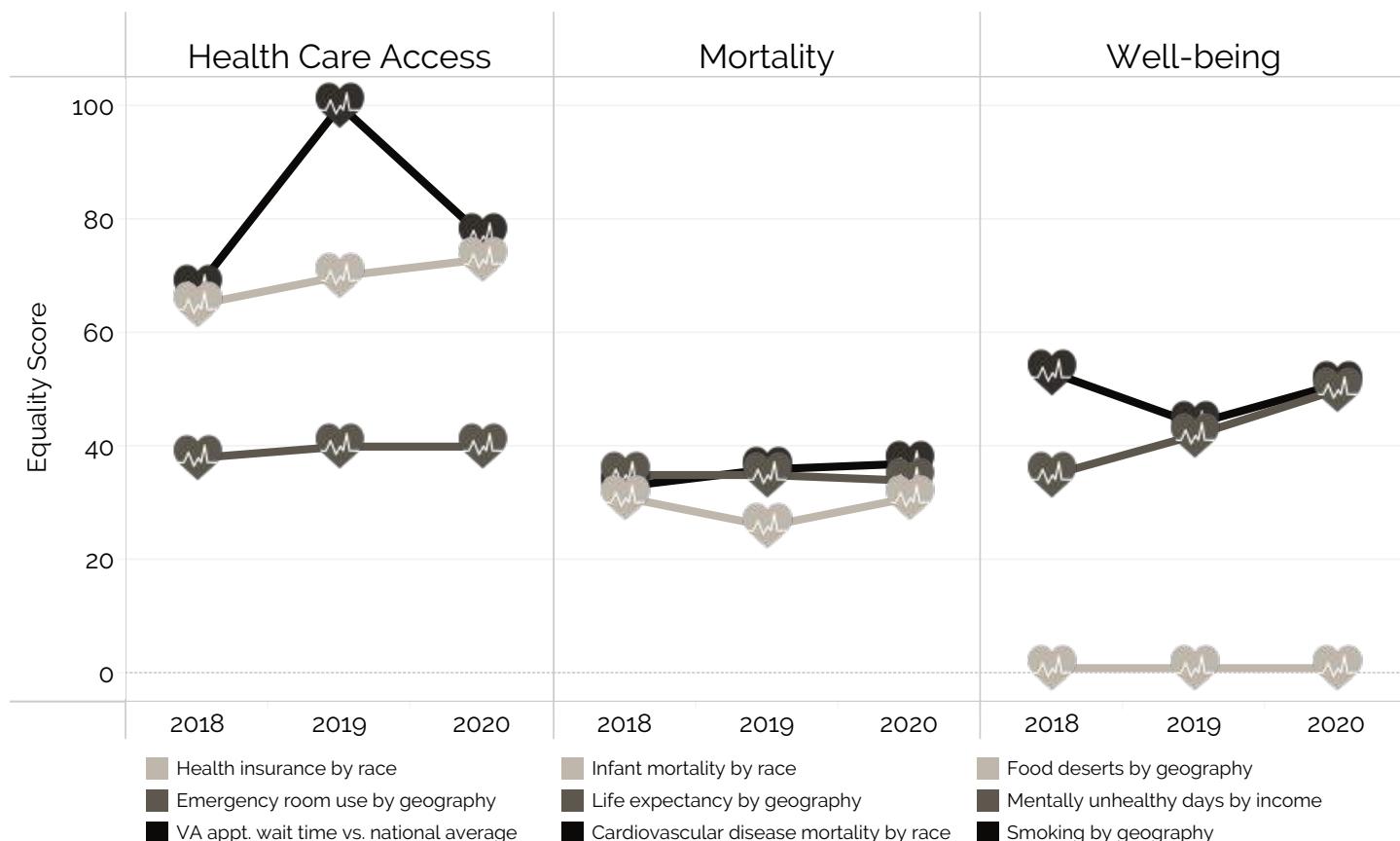
It is important to note that a relatively high score means lower levels of inequality—not a reflection of the overall state of health. In fact, Oklahoma as a state typically ranks very poorly against other states in numerous health measures. According to the United Health Foundation's 2019 America's Health Rankings, Oklahoma ranks 46th in overall health status, better only than four states—Alabama, Arkansas, Louisiana, and Mississippi.

Health is a product of interrelated individual and systemic or structural factors, including genetic predispositions, community and environment, policies and practices of health care systems, and quality of health care. Those factors and many others can also be called social determinants of health (SDOH)—the social, economic and physical characteristics defining the communities in which people live, work and play. SDOH have considerable influence on health outcomes and health disparities among different groups of people. Disparities in life expectancy, morbidity and mortality, functional limitations, health care expenditures, and overall health status are all in part due to different experiences with social, economic and physical environments.





Theme: Public Health





PUBLIC HEALTH

TOPIC 1: HEALTH CARE ACCESS

2020 Topic Score: **63.33**

2019 Topic Score: **70.00**

2018 Topic Score: **57.00**

Change Score 2018-2020: **+6.33**

At 63.33, Health Care Access is the highest scoring topic of all 18 topics in Tulsa's Equality Indicators this year. Two of the three indicators in this topic rank in the top five highest scoring indicators in the report.

One of those top scoring indicators, Health Insurance by Race, is initially surprising because Oklahoma ranks very poorly compared to other states in health insurance coverage—second to last with 14% of the state's population uninsured. Because this report measures the level of equality in health insurance coverage, it indicates that Tulsans in general, regardless of race, are relatively equally uninsured. In spite of the "good" equality score for health insurance by race, a highly uninsured population is very detrimental to the community, as it results in inadequate levels of preventive care, greater usage of emergency rooms for non-emergency care, and poorer health outcomes, all of which increase health care costs.

Last year Tulsa's Veterans Affairs (VA) clinics outperformed the national average in appointment wait times exceeding 30 days, resulting in a score of 100 for that indicator. This year the share of Tulsa's VA clinic appointment wait times exceeding 30 days rose slightly, causing the indicator's score to decline quite a bit, but still remain one of the top scoring indicators. In spite of this considerable one-year drop in score, the actual change in raw data was fairly minor. While the national average share of appointments over 30 days remains relatively constant, Tulsa's slight increase was enough to push it below the national average. Because the percentages for both Tulsa and the nation are very low to begin with, any small shift will register as a substantial change to the ratio between the two and therefore in the equality score.



INDICATOR 37: Health Insurance by Race

DEFINITION		Ratio of percentage of Whites and Hispanics/Latinx with health insurance coverage			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		65	70	73	+8
DATA	White	89.7%	89.7%	89.5%	
	Hispanic/Latinx	63.9%	68.8%	71.7%	
	Ratio	1.404	1.304	1.248	
DATA SOURCE		U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates			

INDICATOR 38: Emergency Room Use by Geography

DEFINITION		Ratio of emergency room visits by residents of North to South Tulsa per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		38	40	40	+2
DATA	North Tulsa	673.0	474.7	474.7	
	South Tulsa	287.2	233.5	233.5	
	Ratio	2.343	2.033	2.033	
DATA SOURCE		Tulsa Health Department data request			

New data for emergency room use were not available at the time of data collection, resulting in use of 2018 data for both 2019 and 2020 reports.

INDICATOR 39: Veterans Affairs Appointment Wait Time by Comparison to National Average

DEFINITION		Ratio of percentage of appointments completed in over 30 days for Tulsa Veterans Affairs (VA) clinics to the national average			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		68	100	77	+9
DATA	Tulsa clinics	5.0%	3.1%	5.5%	
	National average clinics	3.7%	5.0%	4.7%	
	Ratio	1.351	0.619	1.170	
DATA SOURCE		U.S. Department of Veterans Affairs (VA.gov), Completed Appointment Wait Times National, Facility, and Division Level Summaries, Wait Time Measured from Preferred Date for the Reporting Period Ending: October 2017, 2018 & 2019			

Note: VA clinics in Tulsa include: Ernest Childers Tulsa VA Clinic, Tulsa VA Behavioral Medicine Clinic, and Tulsa Vet Center.



PUBLIC HEALTH TOPIC 2: MORTALITY

2020 Topic Score: **34.00**

2019 Topic Score: **32.33**

2018 Topic Score: **33.00**

Change Score 2018-2020: **+1.00**

The Mortality topic focuses on disparities in infant mortality, cardiovascular disease mortality, and overall life expectancy. The infant mortality rate, often used as an indicator of the overall health of a community, exhibits intense and persistent racial disparity. Infant mortality continues to devastate African American communities at significantly higher levels than other populations across the nation, even when socioeconomic status and environmental characteristics are held constant. Many researchers believe this relentless disparity is the result of both generational trauma associated with historic racial discrimination and present-day racism in general and specifically in the health care system.¹⁴

As a whole, Oklahoma ranks 49th among the states in deaths from cardiovascular disease, meaning only one state, Mississippi, has a higher cardiovascular death rate than Oklahoma. African Americans have a higher cardiovascular disease mortality rate than any other racial group in Tulsa County.

Disparities in life expectancy among residents of different Tulsa ZIP codes have been a serious concern for years. Latest data show about an eight and a half year difference in average life expectancy between North and South Tulsa. Every other health measure shapes this one—access to health care, personal and generational experiences of trauma, behavior choices, quality of care, and health care policies. This indicator is impacted by all of the disparities across all of the themes in Equality Indicators, including economic opportunity, education, housing, justice and services.



INDICATOR 40: Infant Mortality by Race

DEFINITION		Ratio of infant mortality rates for Blacks to Whites			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		31	26	31	O
DATA	Black infant mortality	21.0	18.7	14.8	
	White infant mortality	6.3	4.6	4.4	
	Ratio	3.359	4.108	3.397	
DATA SOURCE		Oklahoma State Department of Health, Center for Health Statistics, Health Care Information, Vital Statistics 2016, 2017 & 2018, on Oklahoma Statistics on Health Available for Everyone (OK2SHARE)			

Note: Infant mortality is the death of an infant before his or her first birthday. The Infant mortality rate is calculated by the number of infant deaths per 1,000 live births. Data for this indicator are for Tulsa County.

INDICATOR 41: Life Expectancy by Geography

DEFINITION		Ratio of life expectancy in years past retirement age for South to North Tulsa			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		35	35	34	-1
DATA	South Tulsa	13.0	13.0	13.2	
	North Tulsa	4.6	4.6	4.6	
	Ratio	2.859	2.828	2.908	
DATA SOURCE		Tulsa Health Department data request			

Note: Age of retirement as defined by the U.S Social Security Administration at the time of reporting is 66.

INDICATOR 42: Cardiovascular Disease Mortality by Race

DEFINITION		Ratio of mortality rates from major cardiovascular disease for Black to Hispanic/Latinx populations			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		33	36	37	+4
DATA	Black mortality	445.6	345.6	438.5	
	Hispanic/Latinx mortality	139.7	127.8	179.0	
	Ratio	3.190	2.704	2.450	
DATA SOURCE		Oklahoma State Department of Health, Center for Health Statistics, Health Care Information, Vital Statistics 2016, 2017 & 2018, on Oklahoma Statistics on Health Available for Everyone (OK2SHARE)			

Note: Data for this indicator are for Tulsa County.



PUBLIC HEALTH TOPIC 3: WELL-BEING

2020 Topic Score: **34.00**

2019 Topic Score: **29.00**

2018 Topic Score: **29.67**

Change Score 2018-2020: **+4.33**

The Well-being topic addresses disparities in three distinct areas: food insecurity, mental health and smoking. Two of these indicators are new to Tulsa Equality Indicators this year. Since the inception of Equality Indicators in Tulsa, inclusion of indicators focusing on food desert distribution and a measure of mental health disparities have been recommended.

For an urban area, a food desert is defined as a geographic area that is both low-income (poverty rate of 20% or higher) and is not within a mile of a full-service grocery store. Living in a food desert limits the ability to access nutritious food choices including fresh fruits and vegetables, and consequently has a major impact on overall health. Because food deserts are low-income areas, residents are less likely to have a vehicle, further restricting access to nutritious food.

Meaningful mental health related data that meet the criteria for inclusion in Equality Indicators are not readily available, which has caused a frustrating gap in the Public Health theme for the last two years. An extensive search for possible indicators led to the selection of one that assesses disparity in frequency of mentally unhealthy days by income level. The data are derived from the Behavioral Risk Factor Surveillance System (BRFSS) through the question: "Thinking about your mental health, which includes stress, depression and problems with emotions, for how many days during the past 30 days was your mental health not good?" The results reveal that adults earning less than \$50,000 annually are more likely than those earning more to experience at least 14 days of poor mental health in a month. This level of frequency is significant as it is strongly associated with diagnosis of mental disorders, such as depression and anxiety. Oklahoma is consistently found to have one of the highest incidence rates of mental health disorders in the nation. We hope to expand our analysis of disparities in mental health in future years to better reflect the significance of the issue to Tulsans.

As the only indicator in the Public Health theme to directly measure health behaviors, smoking serves as a valuable proxy because it is the leading cause of preventable death and disease in the United States. Residents of North Tulsa are more likely to smoke than residents of any other part of Tulsa. The prevalence of smoking continues to decline in both Oklahoma and the nation, but at 20% the state still ranks in the top ten highest states.



INDICATOR 43: Food Deserts by Geography

DEFINITION		Ratio of households living in food deserts in North to South Tulsa per 1,000 households			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		1	1	1	O
DATA	North Tulsa	724.0	724.0	734.0	
	South Tulsa	0.0	0.0	0.0	
	Ratio	723.959	723.959	734.040	
DATA SOURCE		INCOG data request			

Note: A food desert is a geographic area that is both low-income (poverty rate of 20% or higher) and is not within a mile of a full-service grocery store. Historical data were not available for food deserts resulting in use of 2018 data for both 2018 and 2019 reports.

INDICATOR 44: Mentally Unhealthy Days by Income

DEFINITION		Ratio of percentage of lower to higher income adults experiencing 14 or more days of poor mental health within the past month			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		35	42	50	+15
DATA	Lower income adults	17.5%	19.5%	21.2%	
	Higher income adults	6.2%	10.0%	12.0%	
	Ratio	2.823	1.950	1.767	
DATA SOURCE		Oklahoma State Department of Health, Center for Health Statistics, Health Care Information, Behavioral Risk Factor Surveillance System 2015-16, 2016-17 & 2017-18 on Oklahoma Statistics on Health Available for Everyone (OK2SHARE).			

Note: The question on the Behavioral Risk Factor Surveillance System questionnaire related to mentally unhealthy days reads: "Now thinking about your mental health, which includes stress, depression, and problems with emotions, for how many days during the past 30 days was your mental health not good?" For this measure, lower income is defined as adults earning less than \$50,000 annually; higher income as adults earning \$50,000 or more. Data for this indicator are for Tulsa County.

INDICATOR 45: Smoking by Geography

DEFINITION		Ratio of percentage of smokers in North to South Tulsa			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		53	44	51	-2
DATA	North Tulsa	28.7%	33.9%	27.8%	
	South Tulsa	17.0%	17.7%	16.1%	
	Ratio	1.688	1.915	1.727	
DATA SOURCE		Centers for Disease Control and Prevention, 500 Cities: Local Data for Better Health, Model-based estimates for current smoking among adults aged >=18 years, 2016, 2017 & 2018; Behavioral Risk Factor Surveillance System			



THEME 6 SERVICES

2020 Theme Score: **43.44**

2019 Theme Score: **39.44**

2018 Theme Score: **36.78**

Change Score 2018-2020: **+6.67**

The final theme, Services, scored 43.44, up 6.67 points from the baseline. Disparities in indicators analyzed in this theme have important implications for the distribution of voice and power, of life-changing resources, and of goods, services and opportunities dependent on the availability of transportation.

The topics included in this theme involve conditions that contribute to Tulsans' overall quality of life. Access to key resources can make an immense difference in making other opportunities possible; having representation through voting or through public service can give voice to those not normally heard; and effective transportation options can eliminate barriers to educational and employment opportunities.





Theme: Services



SERVICES

TOPIC 1: RESOURCES



2020 Topic Score: **49.67**

2019 Topic Score: **49.33**

2018 Topic Score: **37.67**

Change Score 2018-2020: **+12.00**

Driven by a healthy surge in the score of the internet access indicator, the Resources topic scored 49.33, a 12 point increase from the baseline. This topic includes the addition of a new indicator this year that addresses state-level funding for services for persons with developmental disabilities.

The distribution of public resources involves decisions that take into account the level of necessity, extent of need, infrastructure constraints, and availability of the resource. Some resources constitute a necessity—and while these may be made available to all, they are not always accessible to all, leading to inequities.

Lingering vacant housing often correlates with higher crime potential, increased danger from fire or structure collapse, and reduced neighborhood home values. North Tulsa has nearly twice the rate of vacant housing as does South Tulsa, a pattern that has changed little over the three years of analysis.

Disparity in internet access exhibited the greatest improvement in indicator score this year with an increase of 39 points, lifting its 2020 equality score to 78—the third highest of all of Tulsa's indicators. The challenges faced by Tulsans as well as persons around the world over the past several months due to COVID-19 reinforced the crucial nature of internet access for effective daily functioning on many levels. Despite increasing internet accessibility for diverse Tulsa populations, those without access are hampered in their ability to work, attend school, and generally access goods and services remotely. This barrier has the potential to magnify the already existing disparities in a wide range of critical areas for Tulsans.

Disparities in state-level funding to provide services and supports to persons with developmental disabilities is the one indicator in this report that uses a geography other than the city of Tulsa or Tulsa County. Data for this indicator are available only at the state level. This measure compares Oklahoma to the national average in the percent increase in funding needed in order to provide services to all persons with developmental disabilities currently on the waiting list. Oklahoma ranks second to last among states in this indicator; funding needs to increase by 102% compared to the national average of 22%. Because of this lack of funding, Oklahomans with developmental disabilities currently wait 12 years to receive life-changing services.¹⁵



INDICATOR 46: Vacant Housing by Geography

DEFINITION		Ratio of percentage of housing units in North to South Tulsa that are vacant			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		47	51	48	+1
DATA	North Tulsa	17.0%	16.9%	17.2%	
	South Tulsa	9.2%	9.7%	9.5%	
	Ratio	1.848	1.742	1.811	
DATA SOURCE		U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 5-Year Estimates			

INDICATOR 47: Internet Access by Race

DEFINITION		Ratio of percentage of Hispanics/Latinx to Whites without access to a computer with high-speed Internet at home			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		39	71	78	+39
DATA	Hispanics/Latinx	26.3%	18.2%	12.1%	
	Whites	11.8%	14.1%	10.6%	
	Ratio	2.229	1.291	1.142	
DATA SOURCE		U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates			

INDICATOR 48: Services for Persons with Developmental Disabilities by Comparison to National Average

DEFINITION		Ratio of percent increase needed in state funding in order to serve persons with developmental disabilities on the waiting list in Oklahoma to national average			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		27	26	23	-4
DATA	Oklahoma	103.7%	97.0%	101.7%	
	National average	26.2%	23.4%	22.0%	
	Ratio	3.958	4.145	4.623	
DATA SOURCE		Larson, S. A., et al, 2018, In-home and residential long-term supports and services for persons with intellectual or developmental disabilities: Status and trends through 2014, 2015 & 2016			

Note: Full definition of indicator: the ratio of the percent increase needed in Medicaid waiver and/or Intermediate Care Facility for Individuals with Intellectual Disabilities (ICF/IID) programs in order to serve persons with intellectual and developmental disabilities who are on the waiting list for Medicaid-waiver-funded long-term supports and services (LTSS) for Oklahoma to national average.

SERVICES

TOPIC 2: POLITICAL EMPOWERMENT



2020 Topic Score: **39.67**

2019 Topic Score: **39.00**

2018 Topic Score: **40.67**

Change Score 2018-2020: **-1.00**

With an equality score of 39.67, the Political Empowerment topic concerns whose voices are heard regarding decisions affecting communities. Tulsans can express their wishes in a number of ways, including by voting, by serving on one of the City's Authorities, Boards and Commissions, and by forming a neighborhood or homeowner association. The City of Tulsa has committed to increasing diversity on Authorities, Boards and Commissions and in government in general to achieve equity. The indicators below will help measure that progress.

Tulsa's 51 Authorities, Boards and Commissions are volunteer citizen groups that focus on a wide range of topics from animal welfare to performing arts. City leadership rely on expertise and advice from these groups to guide policies and develop programs. Any Tulsa resident is eligible to apply and be appointed by the Mayor to serve on these boards.

Voter participation is another key way to have a voice in local, state and national matters. While most people have the right to vote, select groups are barred from participating in elections. Oklahoma citizens who have been convicted of a felony are denied the right to vote until their prison sentence, parole and probation are completed, disproportionately affecting African Americans. Non-citizens living in Oklahoma may not vote in federal or state elections, but Oklahoma municipalities have the right to allow non-citizens to vote in local elections. Oklahoma voters are required to present valid identification to vote.

A neighborhood or homeowner association's main function is to protect residents' property values by maintaining common areas and amenities and enforcing rules to ensure that houses and properties are not allowed to deteriorate. South Tulsa has two and a half times as many registered neighborhood or homeowner associations as does East Tulsa.



INDICATOR 49: Government Representation by Race

DEFINITION		Ratio of White to Hispanic/Latinx members of City of Tulsa Authorities, Boards and Commissions per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		38	33	37	-1
DATA	White	0.9	1.0	1.2	
	Hispanic/Latinx	0.4	0.3	0.5	
	Ratio	2.421	3.121	2.473	
DATA SOURCE		City of Tulsa open data, 2017, 2018 & 2019			

INDICATOR 50: Voter Turnout by Geography

DEFINITION		Ratio of percentage of South to North Tulsa population age 18 and over who voted in last general election			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		48	48	45	-3
DATA	South Tulsa	546.5	546.5	458.3	
	North Tulsa	303.5	303.5	243.7	
	Ratio	1.800	1.800	1.881	
DATA SOURCE		Oklahoma State Election Board data request			

Note: Voter turnout for this indicator is measured as those voting in the last general election at time of data collection, which would be 2016 for both 2018 and 2019 reporting.

INDICATOR 51: Neighborhood and Homeowner Associations by Geography

DEFINITION		Ratio of South to East Tulsa Neighborhood and Homeowner Associations per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		36	36	37	+1
DATA	South Tulsa	1.3	1.3	1.4	
	East Tulsa	0.5	0.5	0.5	
	Ratio	2.729	2.743	2.488	
DATA SOURCE		City of Tulsa open data, 2017, 2018 & 2019			

SERVICES

TOPIC 3: TRANSPORTATION



2020 Topic Score: **41.00**

2019 Topic Score: **30.00**

2018 Topic Score: **32.00**

Change Score 2018-2020: **+9.00**

Scoring 41.00, the final topic in the 2020 Tulsa Equality Indicators focuses on disparities related to transportation. Reliable transportation is important in any community, but in sprawling Tulsa it's absolutely essential.

Most Tulsans don't have the luxury of living in close enough proximity to work or school, shopping, and dining destinations to not need some form of regular transportation. Although Tulsa's mass transit system has very recently expanded its routes both geographically and in frequency, the city bus system is far from comprehensive enough to meet all of residents' transportation needs. Residents without access to a vehicle have the greatest need for bus transportation, not only in the form of stops near home but also stops near employment, education, shopping and other necessary destinations.

Closely connected to the issue of bus stop distribution is the disparity in the time it takes for public transportation commuters compared to those with private vehicles to travel to and from work. Private vehicle commuters are about one and a half times as likely to spend less than 30 minutes in travel time than are public transportation commuters.

While most Tulsa households own at least one vehicle, that is not always the case, nor is it always enough. African American households in Tulsa are considerably less likely to have access to a vehicle than are White households, which is a problem for the aforementioned reasons related to the city's layout and the insufficient coverage of its mass transit system.

Transportation barriers contribute to disparities experienced by under-resourced communities.



Photo courtesy of City of Tulsa Communications Department

INDICATOR 52: Bus Stop Concentration by Geography

DEFINITION		Ratio of Midtown to South Tulsa bus stops per 1,000 population			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		24	21	35	+11
DATA	Midtown Tulsa	6.8	6.2	4.3	
	South Tulsa	1.5	1.3	1.5	
	Ratio	4.418	4.858	2.887	
DATA SOURCE		Metro Tulsa Transit Authority data request; INCOG data request			

INDICATOR 53: Commute Time by Mode of Transportation

DEFINITION		Ratio of percentage of individuals using private vehicle to those using public transportation to commute to work in under 30 minutes			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		41	34	53	+12
DATA	Private vehicle	84.7%	85.2%	85.1%	
	Public transportation	42.5%	29.3%	50.6%	
	Ratio	1.993	2.912	1.682	
DATA SOURCE		U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates			

INDICATOR 54: Vehicle Access by Race

DEFINITION		Ratio of percentage of Black to White householders that do not have access to a vehicle			
REPORT YEAR		2018	2019	2020	Change 2018 to 2020
SCORE		31	35	35	+4
DATA	Black householders	16.3%	15.7%	15.7%	
	White householders	4.8%	5.6%	5.6%	
	Ratio	3.396	2.804	2.804	
DATA SOURCE		U.S. Census Bureau, American Community Survey, 2016 & 2017 1-Year Estimates (PUMS data accessed through Data Ferrett)			

Note: Data for this indicator were accessed via Data Ferrett for the following Public Use Microdata Areas (PUMAs):

•01201 'Tulsa County (Central)--Tulsa City (Central) PUMA, Oklahoma'

•01202 'Tulsa County (Southeast)--Tulsa (Southeast) & Broken Arrow (West) Cities PUMA, Oklahoma'

•01203 'Tulsa County (North)--Tulsa (North) & Owasso Cities PUMA, Oklahoma'

•01204 'Tulsa (West), Creek (Northeast) & Osage (Southeast) Counties--Tulsa City (West) PUMA; Oklahoma'

Data for 2018 for vehicle access were not available at the time of data collection, resulting in use of 2017 data for both 2019 and 2020 report.

APPENDIX A

METHODOLOGY

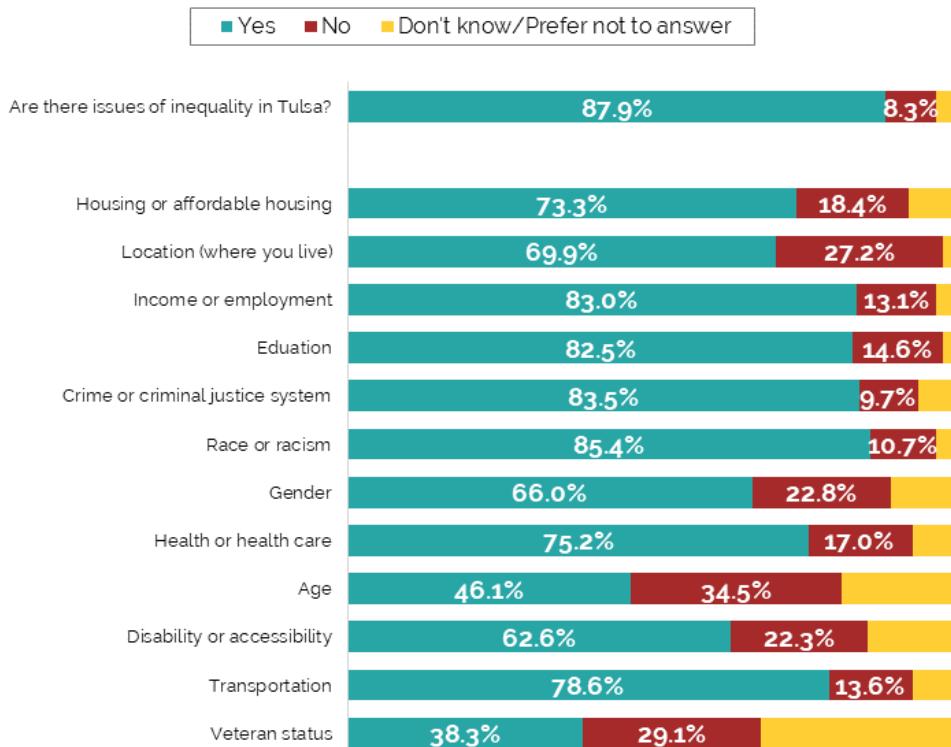
The City University of New York Institute for State and Local Governance (CUNY ISLG) developed the original methodology for the Equality Indicators. With guidance from CUNY ISLG, this methodology was replicated in Tulsa with appropriate adaptations for the local context.

PROCESS OF DEVELOPING INITIAL FRAMEWORK FOR TULSA EQUALITY INDICATORS

With guidance from CUNY ISLG, a series of seven Community Service Council (CSC) and City-led community feedback sessions was conducted over three days in August 2017 in six different locations in north, south, east, west and downtown Tulsa. There was a combined total attendance of 159 residents. The community feedback sessions were designed to be an open-forum for discussion about equality issues in Tulsa. Participants were invited to share their opinions on topics relevant to the Tulsa area, and ideas were captured by CSC and CUNY ISLG staff and compiled after the events.

CSC also conducted an online survey in 2017 to collect opinions about issues of inequality in Tulsa. Invitations to complete the online survey went out to several thousand people through various digital avenues. The survey was open for six weeks and received 259 responses. The community feedback sessions and the online opinion survey provided a combined total of 396 unique suggestions for possible indicators in addition to broad feedback about themes, topics and groups.

Perceptions of Inequality in Tulsa Based on Online Survey Responses, Summer 2017



All public feedback was collected and organized to shape the initial framework for Tulsa Equality Indicators. Indicators were then carefully selected based on the quality and availability of data.

In order to be eligible for inclusion in Tulsa Equality Indicators, the data had to meet several criteria:

- 1) Quantitative as opposed to qualitative;
- 2) Available for Tulsa at the city or county geographic level;
- 3) Be disaggregated by subgroups for comparison;
- 4) Updated annually; and
- 5) Be available from reliable sources such as the U.S. Census Bureau or the State Department of Health.

Note: This chart does not include feedback gained from the in-person community feedback sessions.

The set of 54 indicators originally selected as well as the set used in subsequent reports are not meant to be comprehensive collections of all inequities in Tulsa, but are rather proxies for the range of disparate outcomes and opportunities experienced by Tulsa's disadvantaged populations.

POPULATIONS EXPERIENCING INEQUALITY

For each indicator, the Equality Indicators methodology measures disparities between two groups, and this disparity measure serves as a proxy for inequalities experienced by many groups in Tulsa. The majority of the indicators reflect a comparison between the most and least disadvantaged groups on that particular measure.

All but four of Tulsa's indicators compare opportunities and outcomes for populations disaggregated by:



The remaining four indicators compare the City of Tulsa, Tulsa County, or Oklahoma to the national average. For each of these indicators, use of disaggregated data to compare one group of Tulsans to another doesn't have as much relevance as comparing Tulsa to the national average.

*See Appendix B for profiles of Tulsa geographic regions used in this project.

STRUCTURE OF TULSA EQUALITY INDICATORS

Each of the 54 indicators makes a comparison between two groups of people who are, generally, the most and least disadvantaged for a given issue, yielding ratios used to describe the severity of disparity between the two groups.



Each theme is divided into three topics and each topic is divided again into three indicators, producing nine indicators per theme. The uniform number of indicators per topic and per theme ensures that each indicator, topic and theme carries equal weight in calculating the overall city score.

DATA SOURCES

The data for most of the indicators come from publicly available sources, ranging from government agencies to U.S. Census Bureau surveys, but some data were provided by request. Annually collected data are used to score the indicators. Tracking these measures from year to year enables progress to be assessed at regular intervals.

The most recently available data at the time of data collection are used, however, that year is not uniform across sources. For this year's report, much of the annual data is from 2018, but in some cases the most recent data available are from 2016 or 2019. Additionally, education data for one school year takes place over portions of two separate calendar years (e.g., school year 2017-18 includes the fall semester of 2017 and the spring semester of 2018). Population estimates from the U.S. Census Bureau's American Community Survey for the relevant time period are used to calculate population rates where appropriate.

All data refer to the City of Tulsa unless otherwise noted.

See Appendix C for a full list of data sources, including providers and reporting time frames.

HOW INFORMATION IS REPORTED

With this third annual report, the Tulsa Equality Indicators tool can now score each indicator in two ways: a static score for each year, and a score measuring change from the baseline.

As described by CUNY ISLG, there are two primary benefits to scoring. First, it allows for different types of data using different metrics to be reported in a standard way. Second, scoring allows for findings to be aggregated to produce results at successively higher levels.

Static Scores

All 54 indicators are reported as ratios that reflect a comparison of outcomes for two groups—generally the most and least disadvantaged for a given indicator. Ratios are converted to scores using the scoring system developed by CUNY ISLG (see *Appendix D for the ratio-to-score conversion table*). Higher ratios correspond to greater disparity and lower scores. For instance, a ratio of 1:1 indicates equality, while a ratio of 5:1 indicates that a group is five times as likely to experience a particular outcome.

Static scores at higher levels are produced by averaging the scores one level below them. This means that static topic scores equal the average of their three indicators' scores and static theme scores equal the average of their three topics' scores. The six themes are averaged to produce the static citywide score each year. Each indicator, topic and theme, as well as the city, is scored from 1 to 100, with 1 being the highest possible inequality and 100 being the highest possible equality.

Change Scores

Change scores at each level are calculated by subtracting the baseline year's score from the current year's score, and can reflect positive change (represented by a positive number), negative change (a negative number), or no change (score of 0). The Equality Indicators tool can measure the amount of change in the level of disparity, but it cannot attribute that change to any specific policy or practice without extensive research and evaluation beyond the scope of this tool.

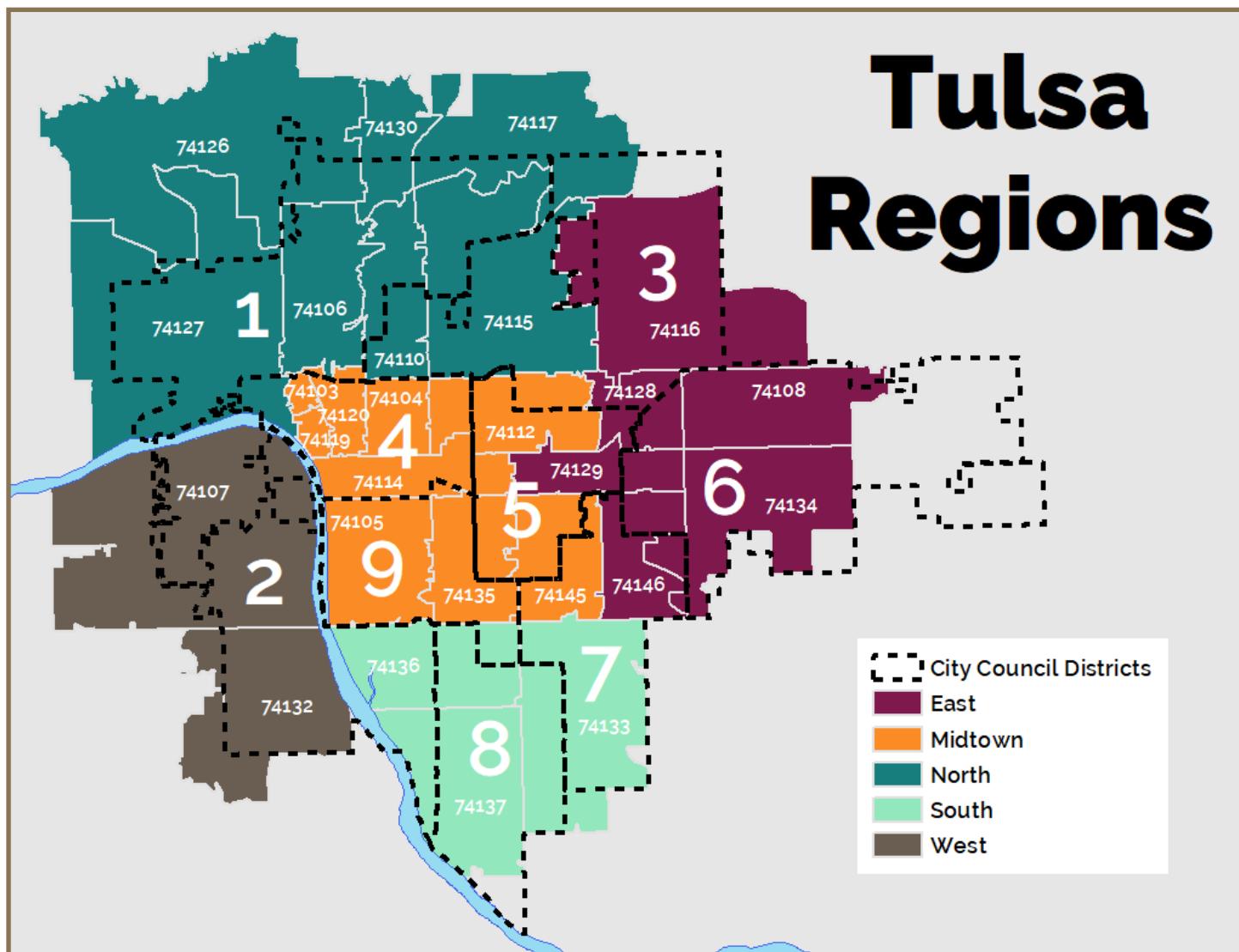
Changes in outcomes may not be notable from one year to the next. This is because change tends to happen incrementally and over a longer period of time. Changes in outcomes are also not reflected in real time, because many data sources are updated on a delayed timeline. Change scores reported this year may reflect changes that actually occurred two or three years ago, and may not always align with what residents are currently experiencing. Data years for all indicators in this report are included along with the findings.



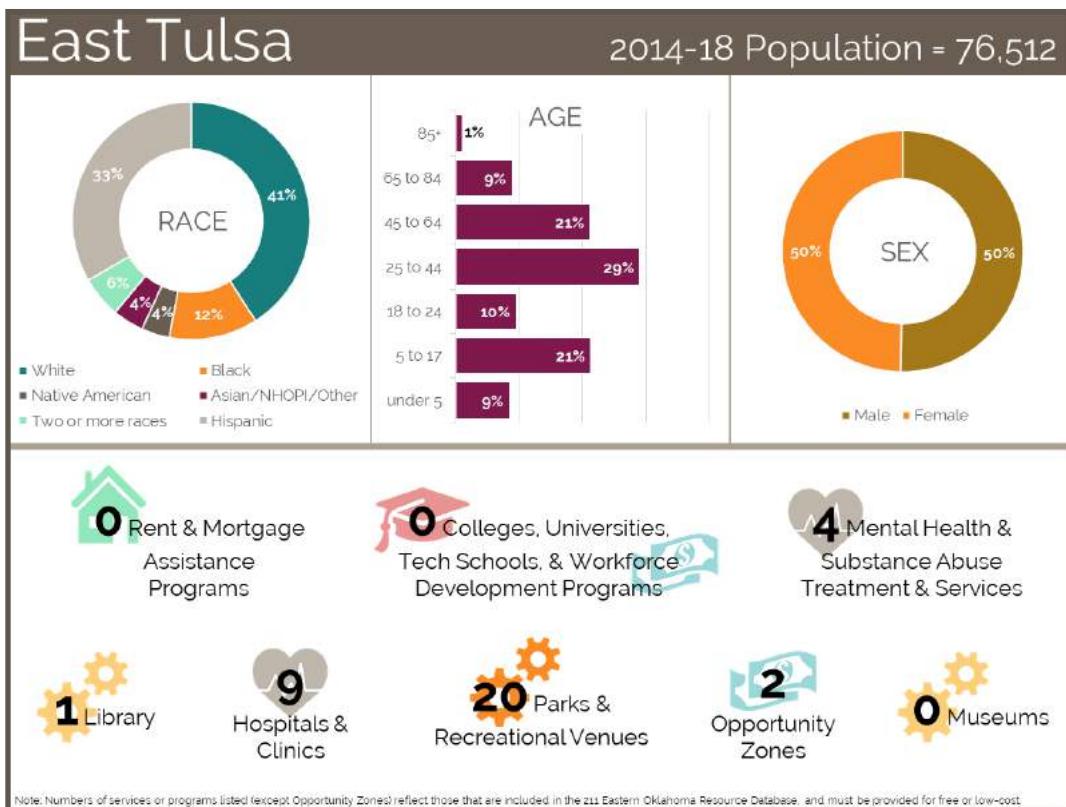
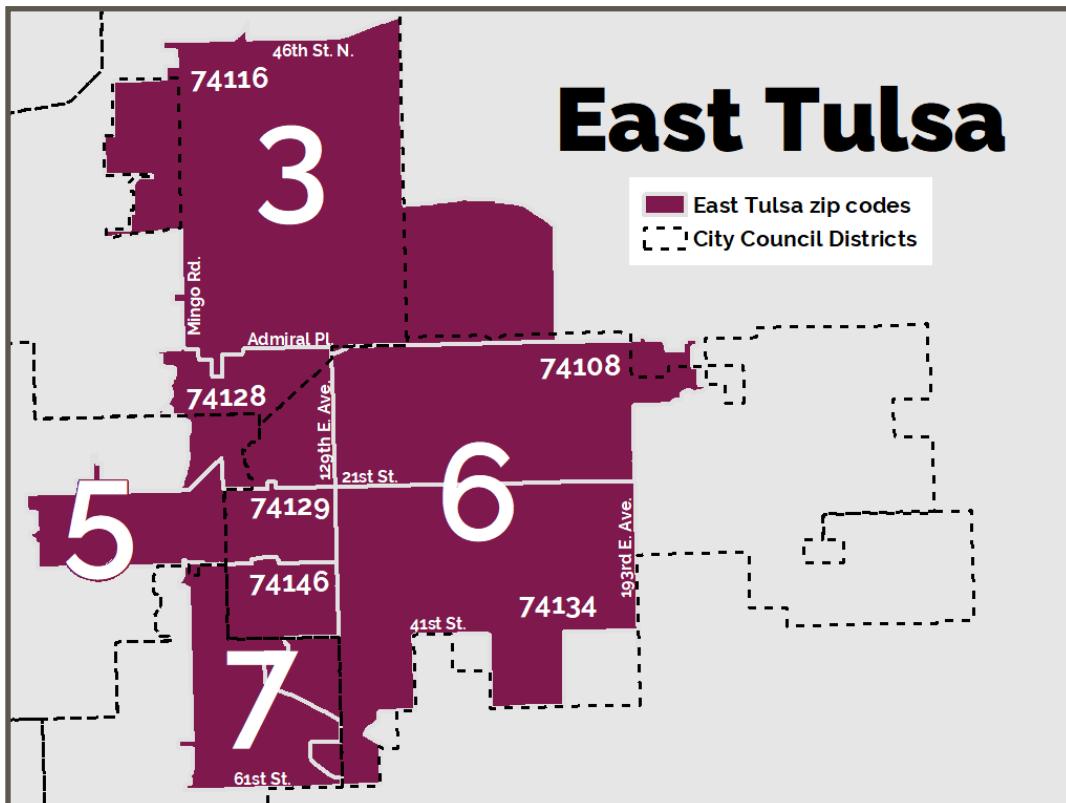
APPENDIX B

REGION PROFILES

REGION	ZIP CODES	2014-18 POPULATION
East Tulsa	74108, 74116, 74128, 74129, 74134, 74146	76,512
Midtown Tulsa	74103, 74104, 74105, 74112, 74114, 74119, 74120, 74135, 74145	123,275
North Tulsa	74106, 74110, 74115, 74117, 74126, 74127, 74130	84,484
South Tulsa	74133, 74136, 74137	106,143
West Tulsa	74107, 74132	28,986

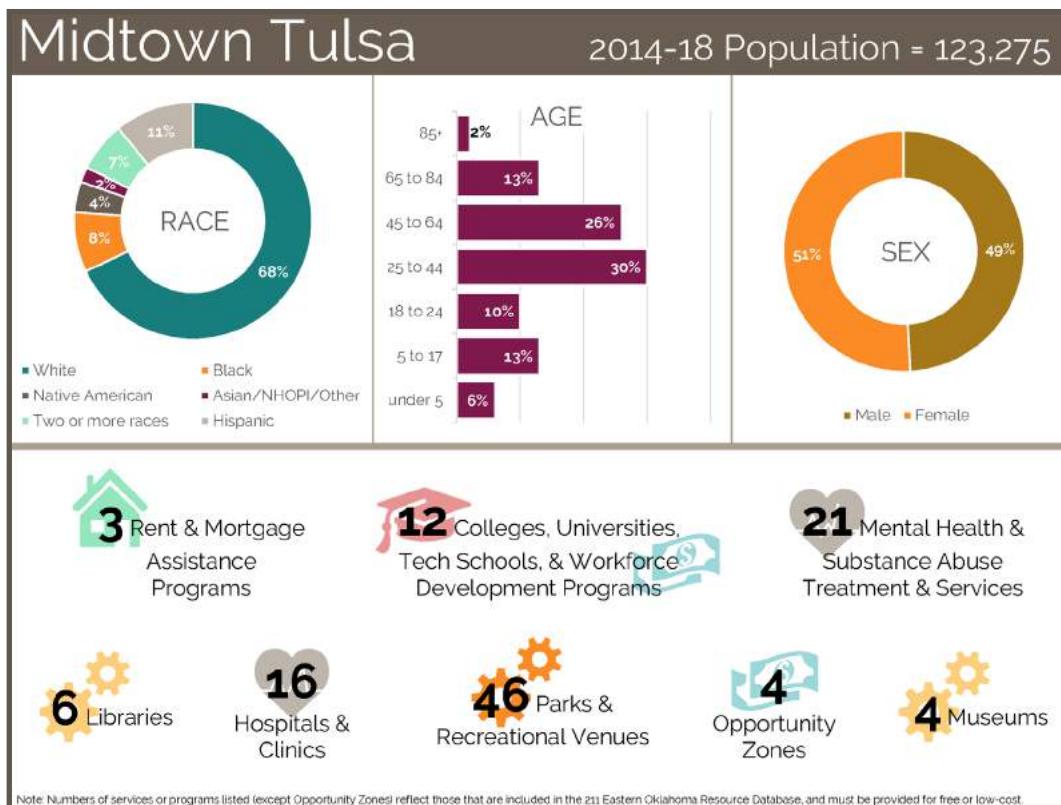
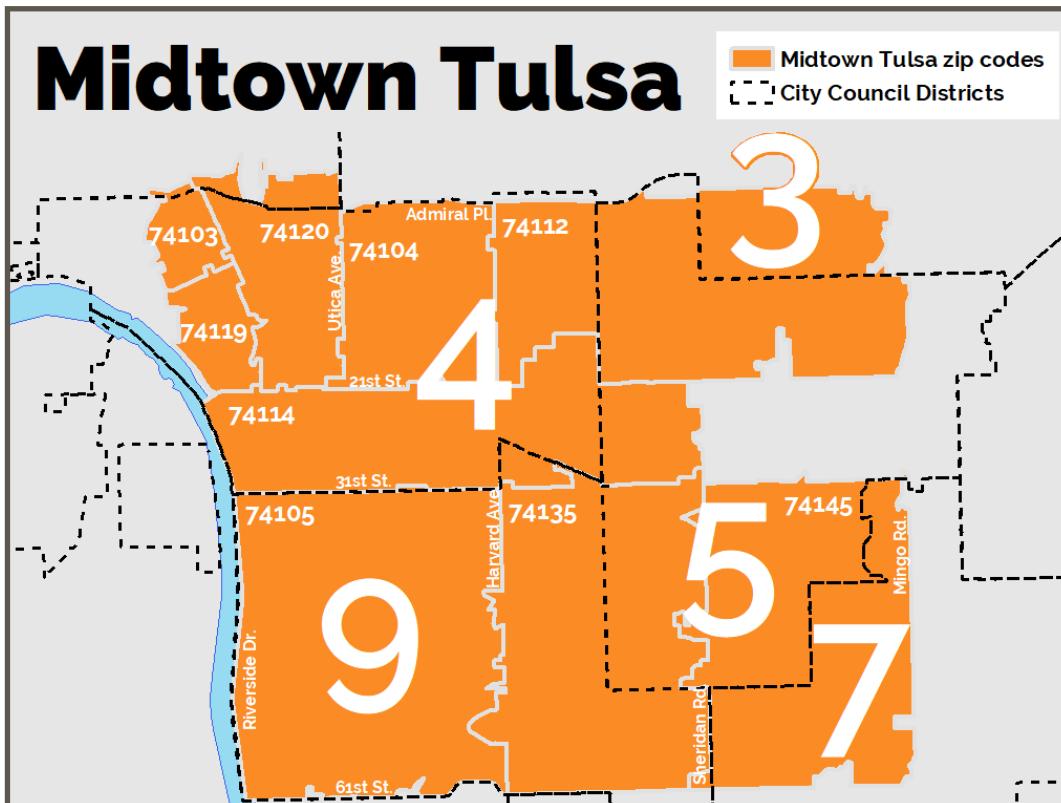


REGION PROFILES: EAST TULSA



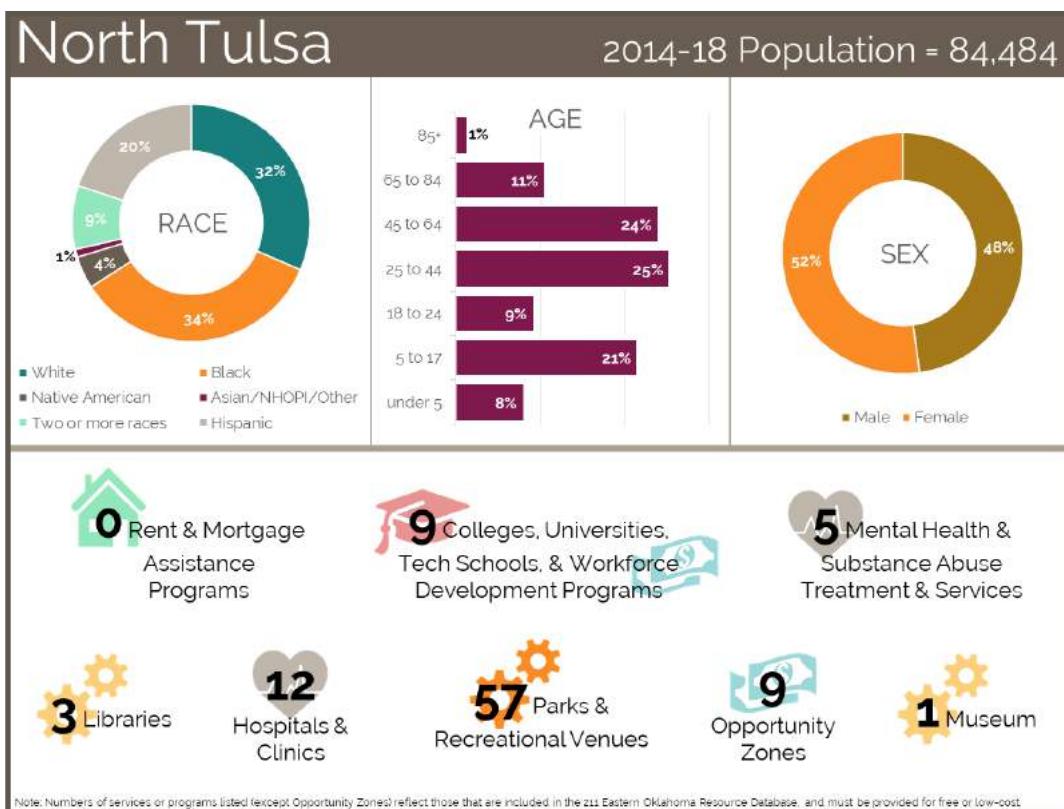
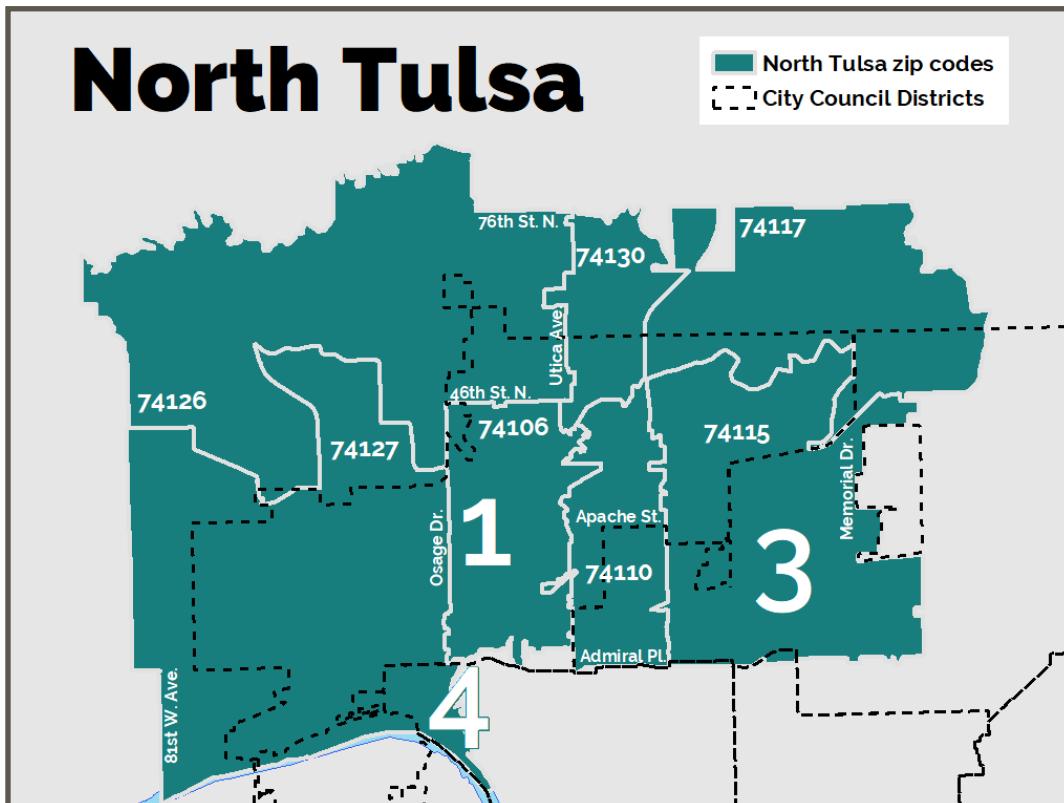
Source: U.S. Census Bureau, American Community Survey, 2018 5-Year Estimates; Community Service Council, 211 Eastern Oklahoma Resource Database, 6-9-20, <http://www.navigateresources.net/tulsa/Search.aspx>; City of Tulsa, Economic Development, Opportunity Zones, <https://www.cityoftulsa.org/economic-development/opportunities-and-incentives/opportunity-zones/>.

REGION PROFILES: MIDTOWN TULSA



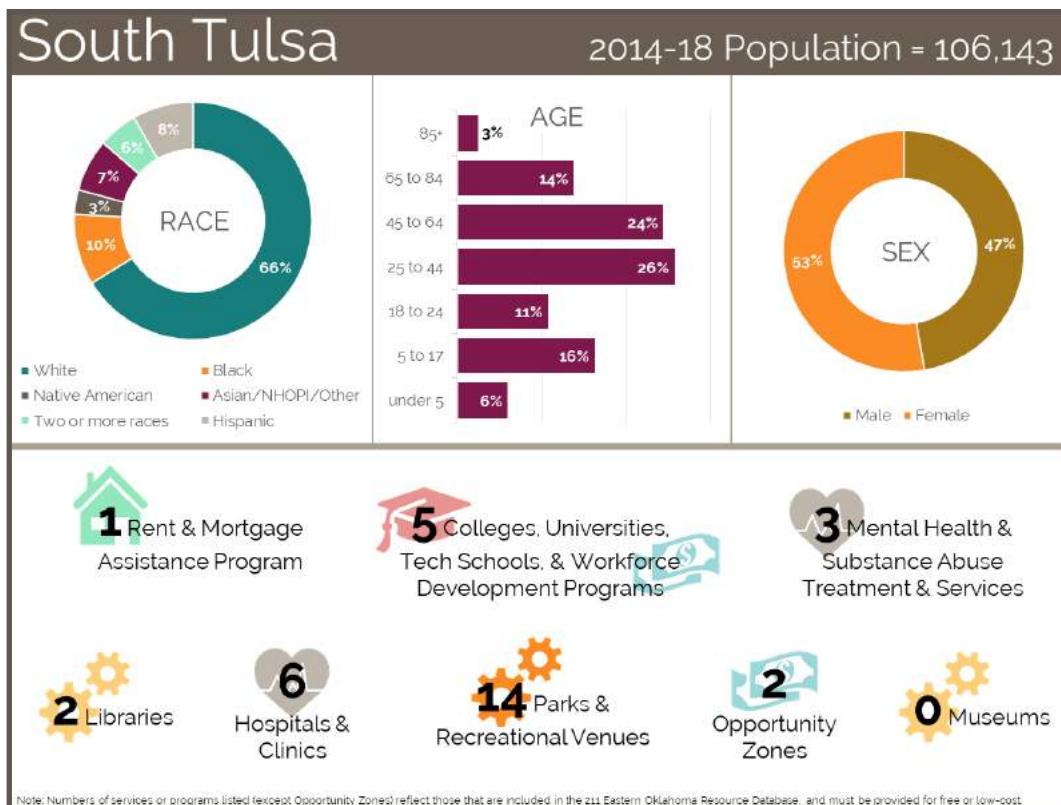
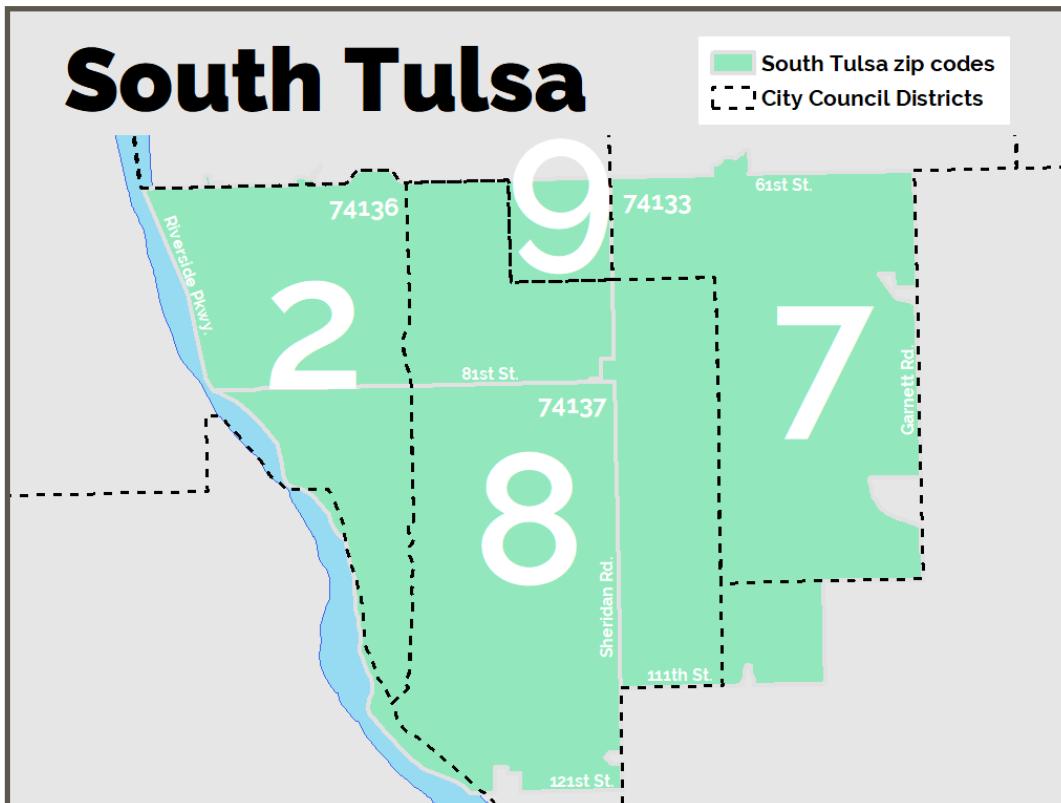
Source: U.S. Census Bureau, American Community Survey, 2018 5-Year Estimates; Community Service Council, 211 Eastern Oklahoma Resource Database, 6-9-20, <http://www.navigateresources.net/tulh/Search.aspx>; City of Tulsa, Economic Development, Opportunity Zones, <https://www.cityoftulsa.org/economic-development/opportunities-and-incentives/opportunity-zones/>.

REGION PROFILES: NORTH TULSA



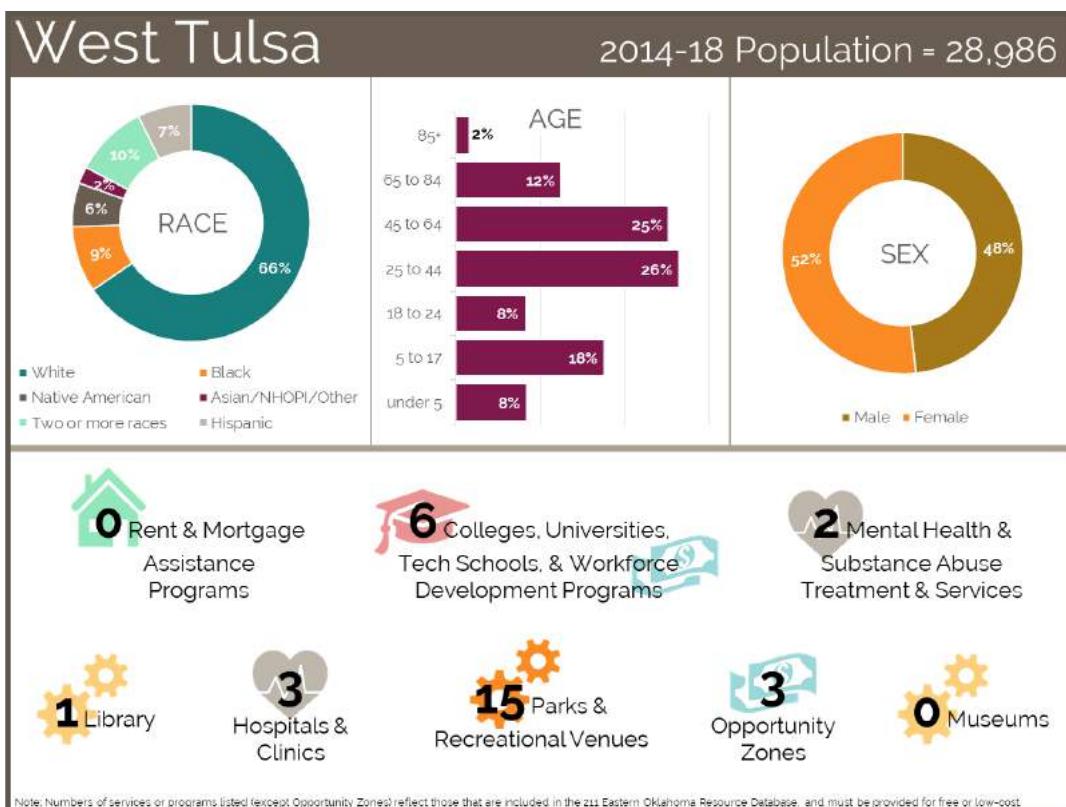
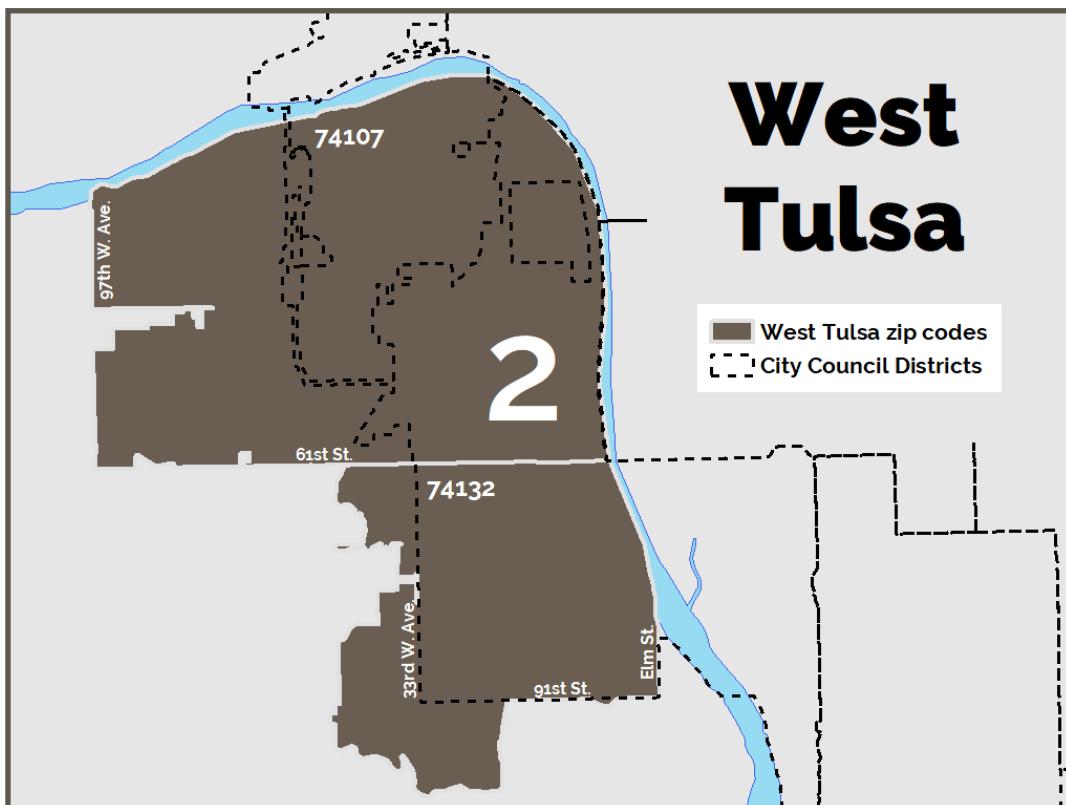
Source: U.S. Census Bureau, American Community Survey, 2018 5-Year Estimates; Community Service Council, 211 Eastern Oklahoma Resource Database, 6-9-20, <http://www.navigateresources.net/tulsa/Search.aspx>; City of Tulsa, Economic Development, Opportunity Zones, <https://www.cityoftulsa.org/economic-development/opportunities-and-incentives/opportunity-zones/>.

REGION PROFILES: SOUTH TULSA



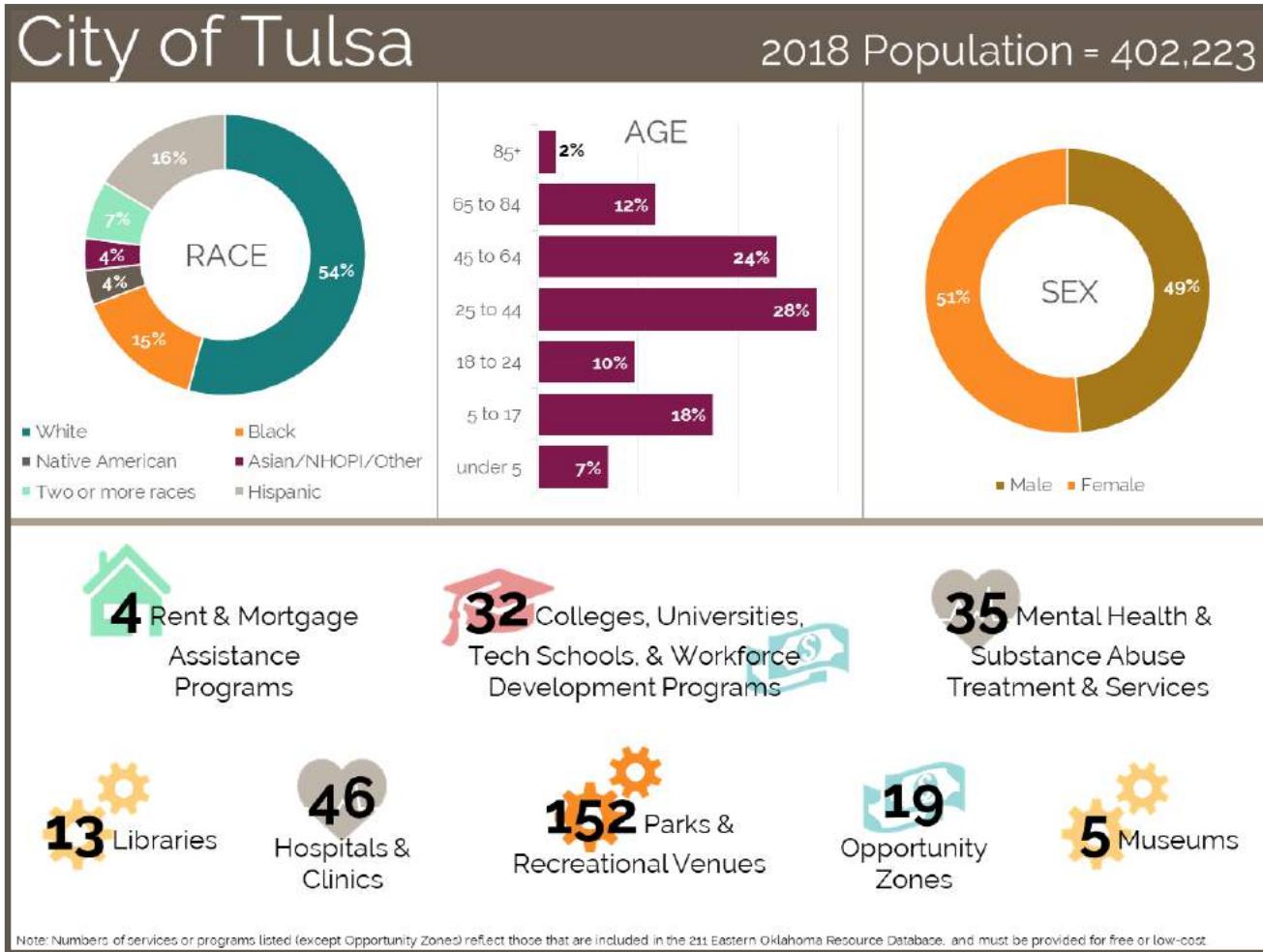
Source: U.S. Census Bureau, American Community Survey, 2018 5-Year Estimates; Community Service Council, 211 Eastern Oklahoma Resource Database, 6-9-20, <http://www.navigateresources.net/tulh/Search.aspx>; City of Tulsa, Economic Development, Opportunity Zones, <https://www.cityoftulsa.org/economic-development/opportunities-and-incentives/opportunity-zones/>.

REGION PROFILES: WEST TULSA



Source: U.S. Census Bureau, American Community Survey, 2018 5-Year Estimates; Community Service Council, 211 Eastern Oklahoma Resource Database, 6-9-20, <http://www.navigateresources.net/tulsa/Search.aspx>; City of Tulsa, Economic Development, Opportunity Zones, <https://www.cityoftulsa.org/economic-development/opportunities-and-incentives/opportunity-zones/>.

REGION PROFILES: CITY OF TULSA



Source: U.S. Census Bureau, American Community Survey, 2018 5-Year Estimates; Community Service Council, 211 Eastern Oklahoma Resource Database, 6-9-20, <http://www.navigateresources.net/tulsa/Search.aspx>; City of Tulsa, Economic Development, Opportunity Zones, <https://www.cityoftulsa.org/economic-development/opportunities-and-incentives/opportunity-zones/>.

APPENDIX C

DATA SOURCES BY THEME-TOPIC-INDICATOR

THEME 1: ECONOMIC OPPORTUNITY



Topic 1: Business Development

- Indicator 1. Business Executives by Gender: ReferenceUSA, U.S. Businesses Database, 2017, 2018, 2019
- Indicator 2. Business Executives by Race: ReferenceUSA, U.S. Businesses Database, 2020
- Indicator 3. Payday Loans and Banks by Geography: ReferenceUSA, U.S. Historical Businesses Database, 2017, 2018, 2019

Topic 2: Employment

- Indicator 4. Unemployment by Race: U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates
- Indicator 5. Existing Jobs by Geography: U.S. Census Bureau, 2016 & 2017 County Business Patterns
- Indicator 6. High Wage Occupations by Race: U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates

Topic 3: Income

- Indicator 7. Living Wage By Geography: U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 5-Year Estimates
- Indicator 8. Median Household Income By Race: U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates
- Indicator 9. Poverty By Educational Attainment: U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates

THEME 2: EDUCATION



Topic 1: Impediments to Learning

- Indicator 10. Suspensions By Race: Tulsa Public Schools data request
- Indicator 11. Chronic Absenteeism By Race: Tulsa Public Schools data request
- Indicator 12. Dropping Out By Income: Tulsa Public Schools data request

Topic 2: Quality and Opportunity

- Indicator 13. Emergency Teacher Certification By Geography: Oklahoma State Department of Education, SY 2016-17 & 2017-18
- Indicator 14. Postsecondary Opportunities Participation By Race: Oklahoma State Department of Education, Oklahoma School Report Cards, SY 2017-18 & 2018-19
- Indicator 15. School A-F Report Card Score By Income: Oklahoma State Department of Education, Oklahoma School Report Cards, SY 2017-18 & 2018-19

Topic 3: Student Achievement

- Indicator 16. Third Grade Reading/Language Arts Proficiency By Income: Tulsa Public Schools data request
- Indicator 17. Graduation By English Proficiency: Oklahoma State Department of Education, SY 2015-16 & SY 2016-17; Oklahoma State Department of Education, Oklahoma School Report Cards, SY 2017-18
- Indicator 18. College Completion By Race: U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates



THEME 3: HOUSING

Topic 1: Homeownership

- Indicator 19. Homeownership By Race: U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates
- Indicator 20. Home Purchase Loan Denial By Race: Federal Financial Institutions Examination Council, Conventional Purchases by Race, 2016, 2017 & 2018
- Indicator 21. Housing Cost Burden By Income: U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates

Topic 2: Homelessness

- Indicator 22. Youth Homelessness By Race: Tulsa Homeless Management Information System, Annual Homeless Assessment Report to Congress, for time period October 1, 2016 to September 30, 2019
- Indicator 23. Homelessness By Veteran Status: Tulsa Homeless Management Information System, Annual Homeless Assessment Report to Congress, for time period October 1, 2016 to September 30, 2019
- Indicator 24. Homelessness By Disability Status: Tulsa Homeless Management Information System, Annual Homeless Assessment Report to Congress, for time period October 1, 2016 to September 30, 2019

Topic 3: Tenant stability

- Indicator 25. Rent Burden By Income: U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates
- Indicator 26. Evictions By Race: The Eviction Lab, 2015 & 2016
- Indicator 27. Housing Complaints By Geography: Tulsa Health Department data request

THEME 4: JUSTICE



Topic 1: Arrests

- Indicator 28. Juvenile Arrests By Race: City of Tulsa data request
- Indicator 29. Adult Arrests By Race: City of Tulsa data request
- Indicator 30. Female Arrests By Comparison To National Average: City of Tulsa data request; Federal Bureau of Investigation, Uniform Crime Reporting: National Incident-Based Reporting System 2016, 2017 & 2018

Topic 2: Law Enforcement

- Indicator 31. TPD Workforce By Race: Tulsa Police Department, 2016, 2017 & 2018 Internal Affairs Annual Reports
- Indicator 32. TPD Workforce By Gender: Tulsa Police Department, 2016, 2017 & 2018 Internal Affairs Annual Reports
- Indicator 33. Officer Use Of Force By Subject Race: Tulsa Police Department, 2016, 2017 & 2018 Internal Affairs Annual Reports

Topic 3: Safety and Violence

- Indicator 34. Child Abuse And Neglect By Comparison To National Average: Oklahoma Department of Human Services, Annual Reports FY2015, FY2016 & FY2017; Child Welfare Information Gateway, Child Maltreatment 2015, 2016 & 2017: Summary of Key Findings
- Indicator 35. Homicide Victimization By Race: City of Tulsa data request
- Indicator 36. 911 Domestic Violence Calls By Geography: City of Tulsa data request

THEME 5: PUBLIC HEALTH



Topic 1: Health Care Access

- Indicator 37. Health Insurance By Race: U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates
- Indicator 38. Emergency Room Use By Geography: Tulsa Health Department data request
- Indicator 39. Veterans Affairs Appointment Wait Time By Comparison To National Average: U.S. Department of Veterans Affairs (VA.gov), Completed Appointment Wait Times National, Facility, and Division Level Summaries, Wait Time Measured from Preferred Date for the Reporting Period Ending: October 2017, 2018 & 2019

Topic 2: Mortality

- Indicator 40. Infant Mortality By Race: Oklahoma State Department of Health, Center for Health Statistics, Health Care Information, Vital Statistics 2016, 2017 & 2018, on Oklahoma Statistics on Health Available for Everyone (OK2SHARE)
- Indicator 41. Life Expectancy By Geography: Tulsa Health Department data request
- Indicator 42. Cardiovascular Disease Mortality By Race: Oklahoma State Department of Health, Center for Health Statistics, Health Care Information, Vital Statistics 2016, 2017 & 2018, on Oklahoma Statistics on Health Available for Everyone (OK2SHARE)

Topic 3: Well-being

- Indicator 43. Food Deserts By Geography: INCOG data request
- Indicator 44. Mentally Unhealthy Days By Income: Oklahoma State Department of Health, Center for Health Statistics, Health Care Information, Behavioral Risk Factor Surveillance System 2015-16, 2016-17 & 2017-18 on Oklahoma Statistics on Health Available for Everyone (OK2SHARE)
- Indicator 45. Smoking By Geography: Centers for Disease Control and Prevention, 500 Cities: Local Data for Better Health, Model-based estimates for current smoking among adults aged >=18 years, 2016, 2017 & 2018; Behavioral Risk Factor Surveillance System (BRFSS)

THEME 6: SERVICES



Topic 1: Resources

- Indicator 46. Vacant Housing By Geography: U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates
- Indicator 47. Internet Access By Race: U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates
- Indicator 48. Services For Persons With Developmental Disabilities By Geography: Larson, S. A., et al, 2018, In-home and residential long-term supports and services for persons with intellectual or developmental disabilities: Status and trends through 2014, 2015 & 2016

Topic 2: Political Empowerment

- Indicator 49. Government Representation By Race: City of Tulsa open data, 2017, 2018 & 2019
- Indicator 50. Voter Turnout By Geography: Oklahoma State Election Board data request
- Indicator 51. Neighborhood And Homeowner Associations By Geography: City of Tulsa open data, 2017, 2018 & 2019

Topic 3: Transportation

- Indicator 52. Bus Stop Concentration By Geography: Metro Tulsa Transit Authority data request; INCOG data request
- Indicator 53. Commute Time By Mode Of Transportation: U.S. Census Bureau, American Community Survey, 2016, 2017 & 2018 1-Year Estimates
- Indicator 54. Vehicle Access By Race: U.S. Census Bureau, American Community Survey, 2016 & 2017 1-Year Estimates (PUMS data accessed through Data Ferrett)

APPENDIX D

RATIO-TO-SCORE CONVERSION TABLE

Indicator-Level Ratio-to-Score Conversion Table. Once a ratio has been obtained, the score corresponding to that ratio is identified. Changes are more difficult to achieve as ratios approach 1; thus, the closer a ratio is to 1, the smaller the change in ratio is needed to move up or down a score.

Score Range	Ratio from	Ratio to	Increase by
100	0.001	1.004	n/a
99	1.005	1.009	+0.005
98	1.010	1.014	+0.005
97	1.015	1.019	+0.005
96	1.020	1.024	+0.005
95	1.025	1.029	+0.005
94	1.030	1.034	+0.005
93	1.035	1.039	+0.005
92	1.040	1.044	+0.005
91	1.045	1.049	+0.005
90	1.050	1.054	+0.005
89	1.055	1.059	+0.005
88	1.060	1.064	+0.005
87	1.065	1.069	+0.005
86	1.070	1.074	+0.005
85	1.075	1.079	+0.005
84	1.080	1.084	+0.005
83	1.085	1.089	+0.005
82	1.090	1.094	+0.005
81	1.095	1.099	+0.005
80	1.100	1.119	+0.020
79	1.120	1.139	+0.020
78	1.140	1.159	+0.020
77	1.160	1.179	+0.020
76	1.180	1.199	+0.020
75	1.200	1.219	+0.020
74	1.220	1.239	+0.020
73	1.240	1.259	+0.020
72	1.260	1.279	+0.020
71	1.280	1.299	+0.020
70	1.300	1.319	+0.020
69	1.320	1.339	+0.020
68	1.340	1.359	+0.020
67	1.360	1.379	+0.020
66	1.380	1.399	+0.020
65	1.400	1.419	+0.020
64	1.420	1.439	+0.020
63	1.440	1.459	+0.020
62	1.460	1.479	+0.020
61	1.480	1.499	+0.020
60	1.500	1.524	+0.025
59	1.525	1.549	+0.025
58	1.550	1.574	+0.025
57	1.575	1.599	+0.025
56	1.600	1.624	+0.025
55	1.625	1.649	+0.025
54	1.650	1.674	+0.025
53	1.675	1.699	+0.025
52	1.700	1.724	+0.025
51	1.725	1.749	+0.025

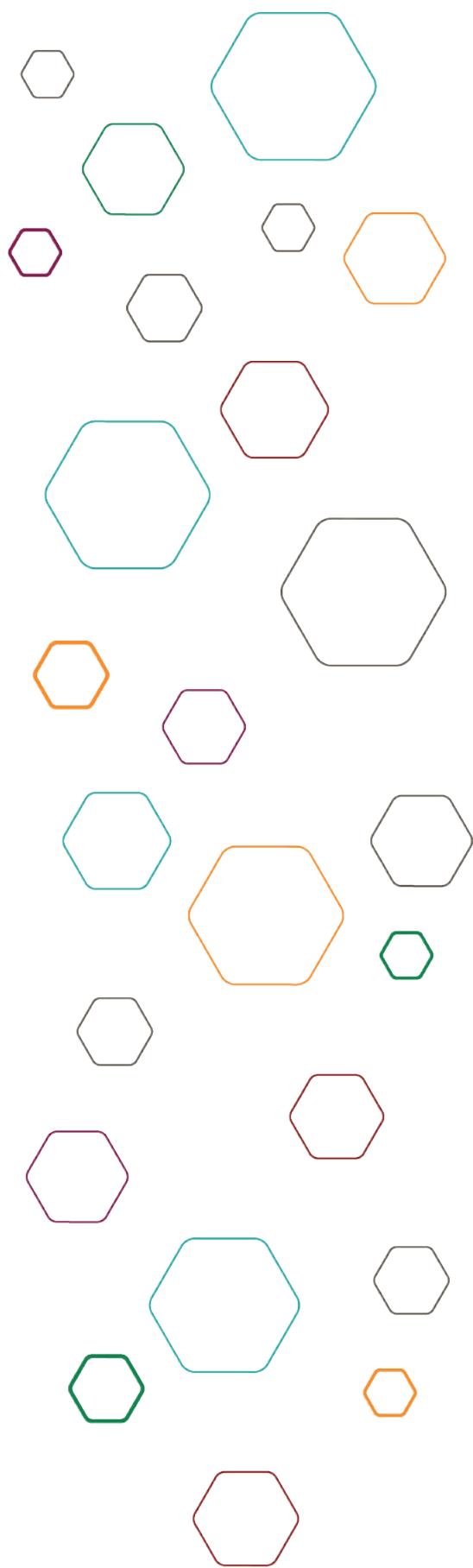
Score Range	Ratio from	Ratio to	Increase by
50	1.750	1.774	+0.025
49	1.775	1.799	+0.025
48	1.800	1.824	+0.025
47	1.825	1.849	+0.025
46	1.850	1.874	+0.025
45	1.875	1.899	+0.025
44	1.900	1.924	+0.025
43	1.925	1.949	+0.025
42	1.950	1.974	+0.025
41	1.975	1.999	+0.025
40	2.000	2.149	+0.150
39	2.150	2.299	+0.150
38	2.300	2.449	+0.150
37	2.450	2.599	+0.150
36	2.600	2.749	+0.150
35	2.750	2.899	+0.150
34	2.900	3.049	+0.150
33	3.050	3.199	+0.150
32	3.200	3.349	+0.150
31	3.350	3.499	+0.150
30	3.500	3.649	+0.150
29	3.650	3.799	+0.150
28	3.800	3.949	+0.150
27	3.950	4.099	+0.150
26	4.100	4.249	+0.150
25	4.250	4.399	+0.150
24	4.400	4.549	+0.150
23	4.550	4.699	+0.150
22	4.700	4.849	+0.150
21	4.850	4.999	+0.150
20	5.000	5.249	+0.250
19	5.250	5.499	+0.250
18	5.500	5.749	+0.250
17	5.750	5.999	+0.250
16	6.000	6.249	+0.250
15	6.250	6.499	+0.250
14	6.500	6.749	+0.250
13	6.750	6.999	+0.250
12	7.000	7.249	+0.250
11	7.250	7.499	+0.250
10	7.500	7.749	+0.250
9	7.750	7.999	+0.250
8	8.000	8.249	+0.250
7	8.250	8.499	+0.250
6	8.500	8.749	+0.250
5	8.750	8.999	+0.250
4	9.000	9.249	+0.250
3	9.250	9.499	+0.250
2	9.500	9.749	+0.250
1	9.750	10.000+	+0.250

Ratio to Score Conversion Table created and provided to Tulsa Equality Indicators by the City University of New York Institute for State and Local Governance.

APPENDIX E

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A special thanks to Dr. Delia Kimbrel, Director of Research and Analysis, ImpactTulsa, for contribution of this year's Spotlight piece: "Equality Indicators: An Important Step for Centering Racial Equity in Data on Racial Disparities."

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The Tulsa Equality Indicators team would like to thank the following people and organizations for their assistance with data collection and analysis, subject matter expertise, and/or participation in Equality Indicators review sessions which helped make this report possible:

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November 7, 2019 and December 19, 2019

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RESEARCH ADVISORS' LETTER RE: POLICE USE OF FORCE CALCULATION

November 6, 2020

Dear Mayor Bynum,

The signatories to this letter participated in a discussion with you and members of your staff on October 6, 2020 to provide recommendations and guidance on how to report officer use of force in Tulsa's Equality Indicators report. Specifically, you requested advice and guidance on whether this indicator should be calculated using population or arrests as the denominator.

We are a multi-disciplinary group of researchers with expertise in criminal justice, sociology, statistics, legal ethics, and communications. Our research interests span topics within and outside of criminal justice.

There were three consensus areas that emerged among our group during the discussion:

- 1) officer use of force statistics are not currently measured or collected in a standardized way across the United States;
- 2) reporting use of force relative to the size of different population groups, or relative to the number of people arrested within a population group, are both benchmarking strategies employed in current scientific research; taken together both approaches allow cities to better monitor the use of force;
- 3) including an explanatory note in the report will help readers interpret the measures, both separately and together.

Sincerely,

- Dr. Monica Bell, Associate Professor of Law at Yale Law School and an Associate Professor of Sociology at Yale University
- Dr. Goutam Chakraborty, SAS® Professor of Marketing Analytics and Director Business Analytics and Data Science in the Spears School of Business at Oklahoma State University
- Krista Dunn, Deputy Chief SLCPD (Retired), Senior Director of Law Enforcement Initiatives at the Center for Policing Equity
- Dr. Stephen Galoob, Chapman Professor of Law at the University of Tulsa College of Law
- Dr. Ronald Jepperson, Associate Professor of Sociology, Emeritus, University of Tulsa
- Dr. Kerry Mulligan, Vice President, Data Driven Interventions at the Center for Policing Equity



Photo courtesy of City of Tulsa Communications Department

NOTES



1 ImpactTulsa. 2019. 2019 Community Impact Report. <https://www.impacttulsa.org/resources/>.

2 Riddle, Travis, and Stacey Sinclair. 2019. "Racial Disparities in School-based Disciplinary Actions are Associated with County-level Rates of Racial Bias." *Proceedings of the National Academy of Sciences of the United States of America*, April 23, 2019. <https://www.pnas.org/content/116/17/8255>.

3 Fuxa, Robin, Vanessa Anton, Bryan Duke, Stewart Mayers, Elizabeth Smith, and Elizabeth Harden Willner. 2019. "The Value of Comprehensive, University-Based Teacher Education for Oklahoma Children." Oklahoma Association of Colleges for Teacher Education; The University of Tulsa, Kendall College of Arts and Sciences. 2019. "The Negative Impact of Emergency Teacher Certification in Oklahoma." August 13, 2019. <https://artsandsciences.utulsa.edu/emergency-teacher-certification/>.

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