# Charlotte Equity Indicators Project

### Draft Scope of Work – Quantitative Framework

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## Purpose

The purpose of Charlotte’s Equity Indicators project is to develop a baseline quantitative framework and a tool that can be used by the community, organizations and local and regional policymakers to better understand the impacts of race, measure inequities, and analyze changes in the disparities for different racial/ethnic groups over time. This framework can be used to guide and inform policies that address racial, spatial and other disparities in the demographic groups.

## Plan

UNC Charlotte Urban Institute and Urban Core will develop the Charlotte equity indicators framework centering on nine themes that includes but not limited to social, economic, civic and environmental outcomes relevant to the local community and public policy.

The goal is to identify, collect, develop, analyze and visualize key metrics (equity indicators) in the nine themes that’ll represent the state of racial equity in Mecklenburg county. The indicators will be updated annually and become a primary tool for the region to quantify and understand the level and trajectory of socio-economic disparities.

Core considerations for identifying and including equity indicators in the framework include

1. Data is available and will continue to be available annually (or bi-annually) so that changes can be consistently tracked over time.
2. Data is available at the individual/household level with associated race/ethnicity information. If granular data is unavailable, aggregate data at the county level should have breakdowns by race/ethnicity.
3. Measures are unambiguous and relevant to the community and/or are established in the literature as an outcome to be monitored for disparities.
4. Data sources are reliable and well documented.
5. Source data and data processing can be published for further scrutiny and verification (desirable)

The first phase of the project will include the initial set of indicators compiled as a report and a companion dashboard. The report may then be leveraged to pursue deeper community engagement and further refinement of the tool and the report.

## Data

Data will be drawn from administrative and survey sources that includes the American Community Survey (public use microsample 1-year estimates, 5-year estimates), and a diverse list of state and local agencies. Spatial data at neighborhood level will be constructed based on Mecklenburg county GIS data.

## Methodology

The project will use the equity score methodology developed by the CUNY ISLG that has been adopted for Equity Indicator projects in Oakland, Tulsa, Dallas and other cities.

The equity score provides a simple, standardized measure ranging from 100 (indicating no disparity) to 0 (extreme disparity) that allows comparing equity measures generated from diverse data sources. The scores correspond to the ratio of an indicator’s measurement between groups as given in the chart.

For example, say Black households have a median household income of $50,000 and White households’ median income is $80,000. The ratio between them is 1.6 indicating that White households’ income is 1.6 times that of Black households. This value falls between a set of upper and lower-bound values in the equity score chart that corresponds to the score. When the ratio is 1, the equity score is 100.

The scores may be aggregated further by themes or categories to report how the needle on equity is changing for sets of related indicators.

In addition to the scores, relevant rationale and narrative context will be supplemented in the presentation of indicators across the themes (scope of work pending)

## Project Team

### Staff

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### Students

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## Themes and Indicators

The draft list of indicators and their status is updated in the [planning spreadsheet](https://docs.google.com/spreadsheets/d/11bVa2DjPih2ZMR6biU2C2le8kABRLvi5cnmEZtwgC6w/edit?usp=sharing).

## Timeline

Release of the first equity indicators report is scheduled for 10/15/22.

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| Activity / Task | Expected Date of Completion |
| Data Collection and Analysis (Round 1) | 5/10/22 |
| Dashboard Prototype | 5/30/22 |
| Status Presentation 1 | 6/15/22 |
| Reporting Framework (version 1) | 6/30/22 |
| Data Collection and Analysis (Round 2) | 7/15/22 |
| Reporting Framework (Final) | 8/15/22 |
| Status Presentation 2 | 8/15/22 |
| Draft Quantitative Report | 9/10/22 |
| Dashboard v.1.0 | 9/10/22 |

The timeline of some of the activities above assumes coordination in data collection (and any administrative approvals) from the identified sources, data license request and concurrent development of qualitative components of the report.