

# 2022 REPORT ON EQUITY AND INCLUSION

IMAGINE COLUMBUS | AN INITIATIVE OF UNITED WAY OF BARTHOLOMEW COUNTY



# Advancing Equity By Working Together

## DIVERSITY, EQUITY AND INCLUSION IN OUR COMMUNITY

There is an urgent need for deepened authentic dialogue and action on race in our community. Race is a central issue in our nation and locally felt in Bartholomew County. Even when we do not give voice to it, it is present. When we do talk about it, it is often at times of crisis, when racial divisions become so apparent or racial tensions increase. Our community saw that with the recent killings of George Floyd and many others. But when the tensions fade from view, there is a fear that public recognition of the critical importance of racial equity work will fade, questioning if anything has changed at all.

A growing number of community leaders and members are calling for a plan for action where the community works together to make progress on this critical issue. Questions of racism and race relations touch us every day, in personal ways. Race affects where we live, where we walk, where we shop, the jobs we hold and how we are educated. Misperceptions, stereotyping, fear, and distrust exist in every ethnic group.

Race also impacts our public life. In our community, racial and ethnic divisions prevent us working together on pressing

common concerns such as education, jobs, wages, housing, and crime. Racial and ethnic concerns and conflicts underlie many of these areas where inequity exists.

To continue to move forward, there is a need for creating and sustaining opportunity for coming together and actions that will make a difference. It is important to involve people from all races and ethnicities, all political beliefs, all faiths, all education levels, and all walks of life. This document provides the current state of data which can be used to carry dialogues forward from meaningful personal change into collective action.

**Mark Stewart**  
**President of United Way of Bartholomew County**

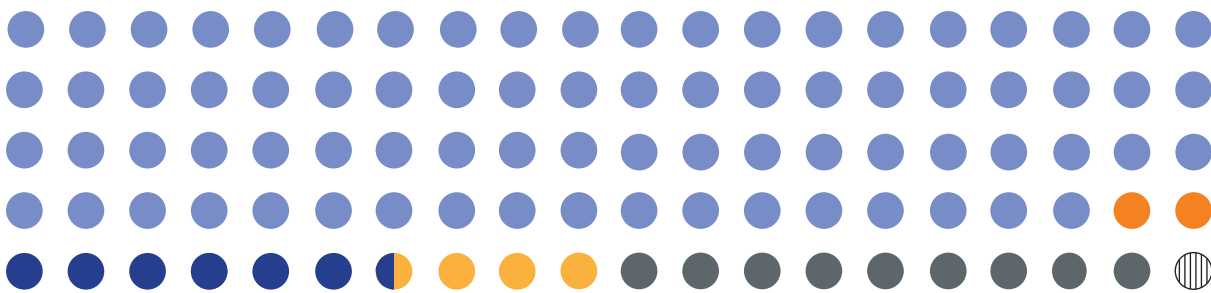
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# OUR COMMUNITY AT A GLANCE

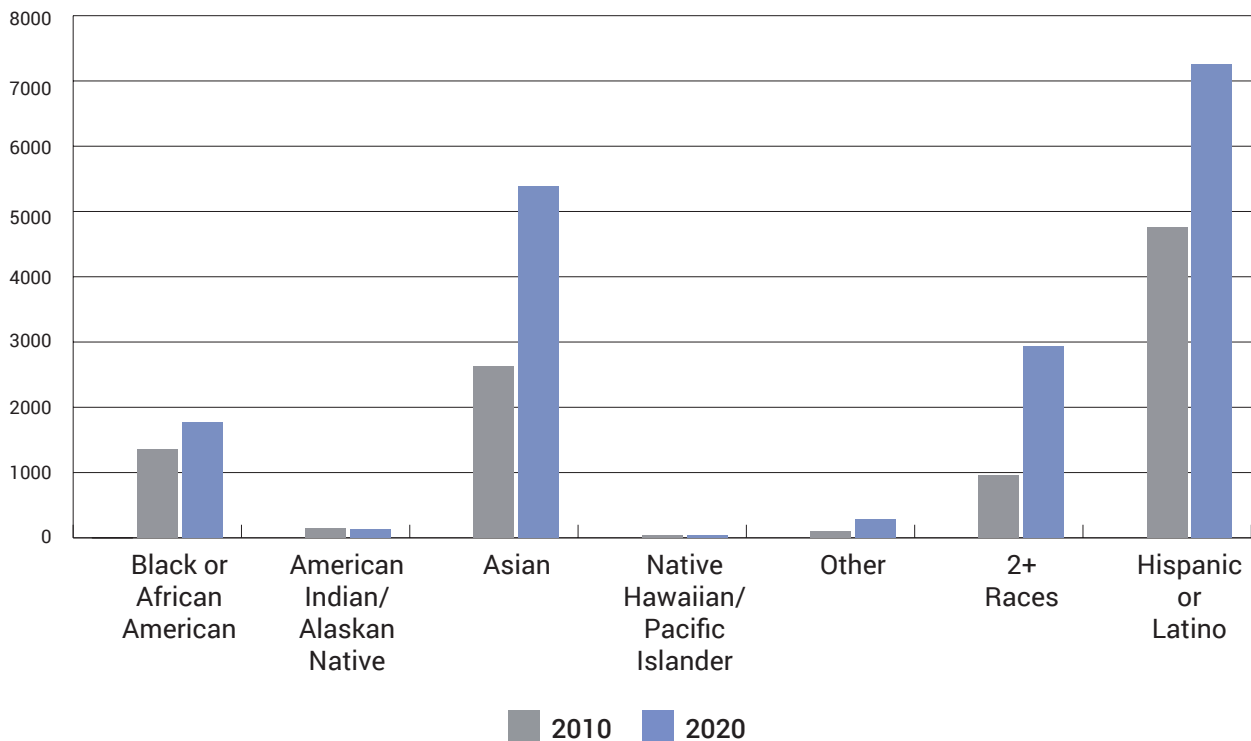
Between 2010 and 2020, Bartholomew County's population grew 7.1% (5,414 people). The population growth was driven primarily by people of color rather than the white population. The White demographic decreased by 2,422 people (3.6%) while the population of people of color grew by 7,836 people (78.5%). The White demographic as a percentage of total population dropped from 87% in 2010 to 78.5% in 2018. Between 2010 and 2020, 100% of Bartholomew County's population growth was attributable to people of color. This trend is expected to continue based on the BCSC Enrollment by Race/Ethnicity data.

## Total Population of Bartholomew County in 2020



White 78.33%   Black 2.15%   Asian 6.55%   Two+ 3.57%   Hispanic 8.83%  
 American Indian/Alaskan Native 0.16%   Native Hawaiian/Pacific Islander 0.05%

## Population Growth from 2010 to 2020 due to People of Color



SOURCE: United States Census Bureau. P2 Hispanic or Latino, and Not Hispanic or Latino by race, Bartholomew County. 2020: DEC Redistricting Data.



# WHY DISPARITIES MATTER

At United Way, we look for innovative ways to address our community's toughest challenges, and we rely on data to tell us what challenges are most prevalent. Despite the population increase of people of color in our community, the data tells us that people of color face disproportionate challenges.

Our areas of focus - health, education and financial stability - look completely different to people from different races, ethnicities, identities, and income levels. To attempt to address our communities toughest challenges without addressing the disparities that exist for diverse groups, would be failing to tackle the issues at all.



## Diversity

Diversity is the representation of all our varied identities (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, socio-economic status, etc.) collectively and as individuals. Diversity refers to the recognition of the worth these differences bring.

## Inclusion

Promoting and sustaining belonging by valuing different ideas, practices, beliefs, backgrounds, languages, talents, and ways of living

## Equity

Creating fair opportunity, access, and advancement to all community members so that they can thrive

# DISPARITIES IN FINANCIAL STABILITY

ALICE households are those that earn more than the US poverty level, but less than basic cost of living for Bartholomew County

ALICE Data by Ethnicity		
	Under ALICE Threshold	Over ALICE
White	34.3%	65.7%
Asian	12.3%	87.7%
Hispanic	63.7%	36.3%
Black	34.2%	65.8%
Multi-racial	39.9%	60.0%

## Poverty Status - 2020

- American Indian: 81.0%
- Other: 41.7%
- Hispanic/Latinx: 28.4%
- White: 12.4%
- Black: 10.4%
- Asian: 9.6%

## Median Income

- Other: \$46,406
- Hispanic/Latinx: \$56,579
- Black: \$59,440
- White: \$61,131
- Asian: \$102,283

*US Census Bureau, 2019 ACS 5-year Estimates*

## Over 10,000

Bartholomew County households struggle to meet their most basic needs

## 19 out of 25

most common jobs do not earn enough to support a single working parent with one child

Local residents in increasing numbers have found themselves challenged to provide even the essential needs for themselves and their families. Hardest hit are those already on the edge of financial stability.

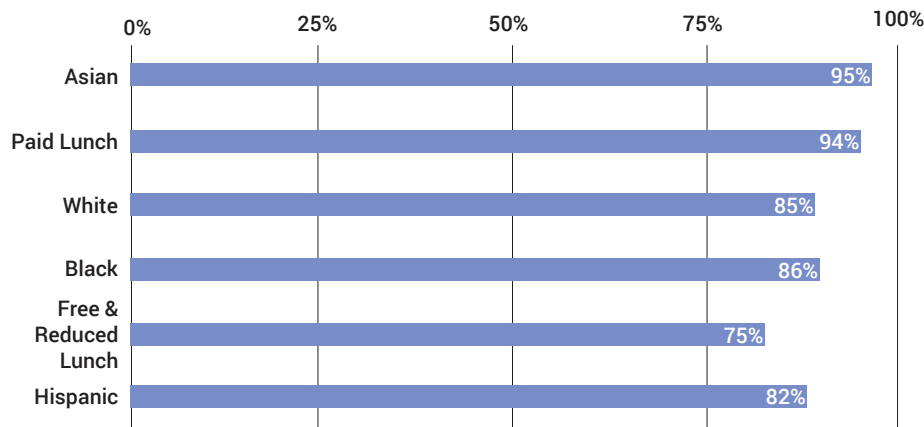
Only four percent of those raised in the bottom 20 percent income bracket make it all the way to the top 20 percent. The socio-economic class that you are born into largely determines how much you earn as an adult – regardless of personal attributes or characteristics.

-U.S. Department of Treasury

# DISPARITIES IN EDUCATION

Educational attainment is a strong predictor for many of the factors that affect a person's quality of life. It affects income level, health and civic engagement.

## 2021 Graduation Rate Disaggregated



# 32%

People of color represent 32% of the total BCSC population.

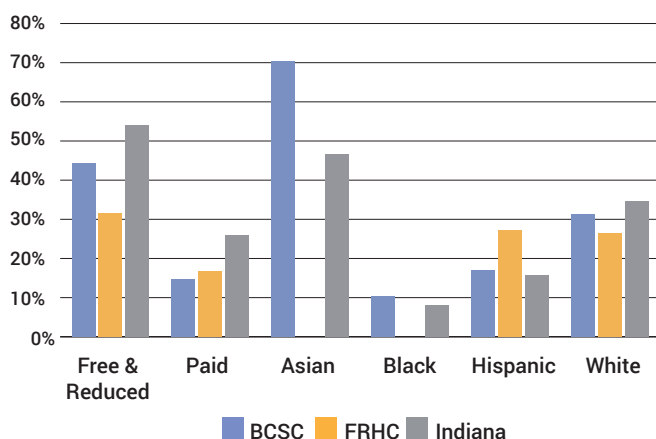
- Hispanic/Latino: 17.7%
- Asian: 7.2%
- Black: 2.5%
- Multiracial: 4.5%
- Other: 0.4%

On average, households headed by a high school graduate accumulate ten times more wealth than households headed by a high school dropout. In other words, for every \$500 of wealth households headed by a high school dropout have, their peers with diplomas have accumulated approximately \$5,000.

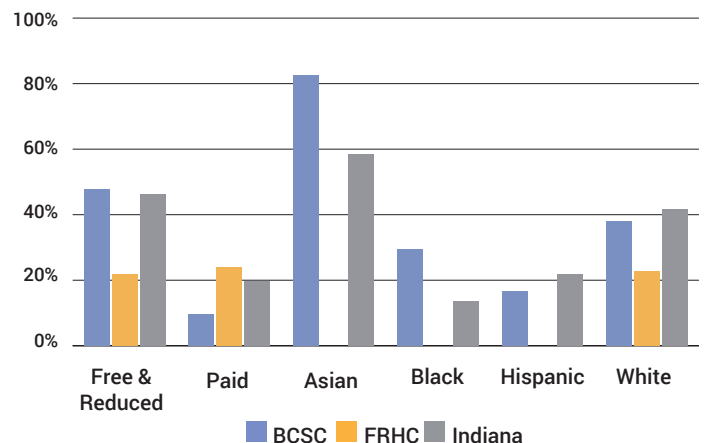
Places that have good outcomes for one racial group do not always have good outcomes for others.

-Raj Chetty, Harvard University, The Opportunity Atlas  
Courtesy of CivicLab

## 2021 ILEARN Proficiency Rate - Disaggregated



## 2021 ISTEP Passing Rate (10th Grade) Disaggregated



# DISPARITIES IN HEALTH

For our community to have children who are successful in school, and adults who are financially stable, they must first have the resources needed to be able to live healthy lifestyles. Research has shown that health is significantly affected by social factors such as education, income and quality of neighborhood and working environments.

The neighborhood in which a child grows up has substantial causal effects on his or her prospects of upward mobility.

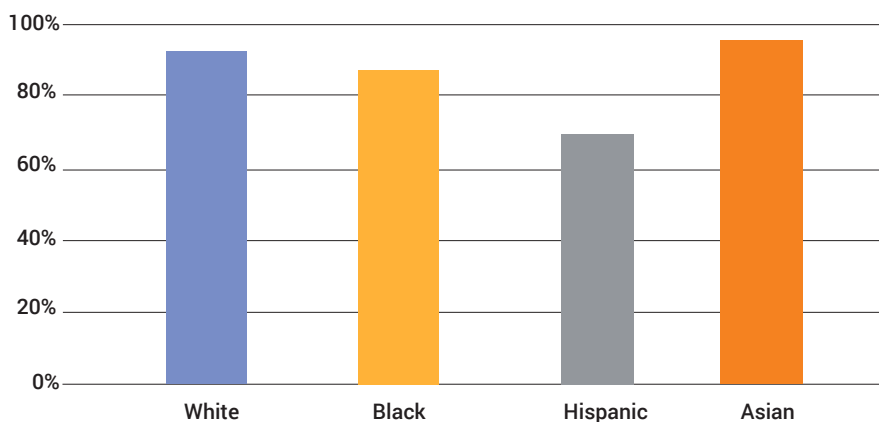
-Raj Chetty, Harvard University, The Opportunity Atlas

Courtesy of CivicLab

9.2%

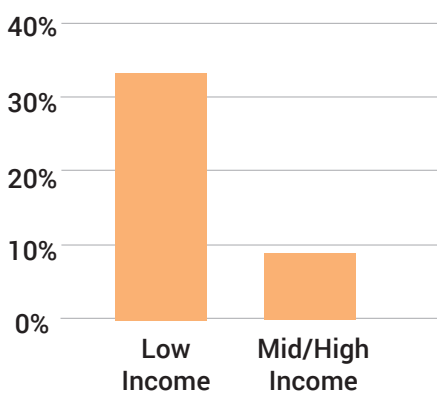
of Bartholomew County residents do not have health insurance

Access to Health Insurance by Race & Ethnicity

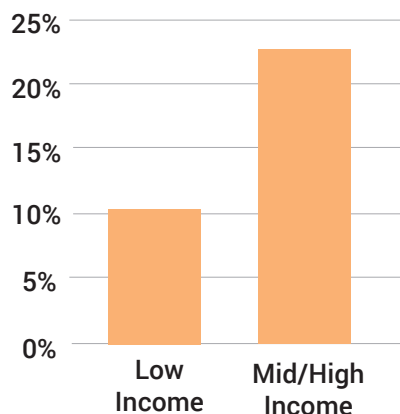


In our own community, individuals living in Census Tract 109, Tipton Lakes, have a life expectancy of 83 years, while those in tract 101, the Lincoln Central Neighborhoods have a life expectancy of 71.6 years.

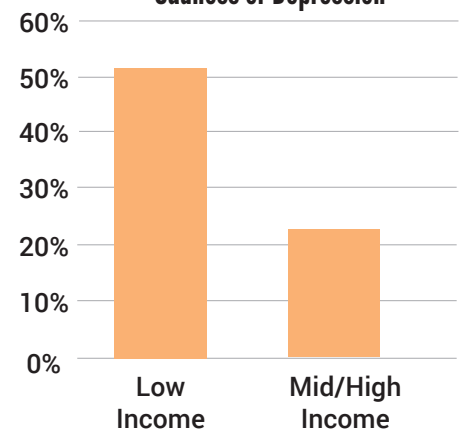
Experience 'Fair' or 'Poor' Mental Health



Meets Physical Activity Recommendation



Experienced a 2-Week Period of Sadness or Depression



# COMMUNITY CONVERSATIONS

## THEME #1

### RACISM EXISTS HERE

"I grew up in California but until I moved to Columbus, I never realized that being Black was viewed as a negative thing...I became very aware that a lot of people, because of your color, they think different about you. Or, their parents don't want them hanging out with you."

## THEME #2

### FEAR IS A REGULAR OCCURRENCE

"I feel like diversity is a surface issue in Columbus, and I don't really think it means inclusion. I don't think we really have a place at the table. It just looks good; I don't think its meaningful. I'll use my kids' words. My oldest son said when we moved to Columbus from Indianapolis, "Our stuff is safer here, but I'm not."

## THEME #3

### PEOPLE MUST SELF-REFLECT

"I've met so many white folks who do care, there's just a lot of ignorance and not hearing our voices. They have no idea of what's going on. Everybody's trying to change and address it, we can't do it without white people. We need white folks who are willing to stand up."

## THEME #4

### OPPORTUNITY & ADVANCEMENT ARE LIMITED

"I think one of my issues is, a lot of the factories that we go to earn a living. If we experience racism we have to go to HR, but there's nobody in HR who's for us... I have to go to a European lady, or a man and tell my issues about racism which they can't truly understand, and they might not even care. I've been in factories for over 20 years and I've been called the N-word and everything, I've been told 'oh that's just how he was raised, let him apologize to you.' But if I was to go out and call somebody something disrespectful like that, I'm walked out immediately – there is no 'oh that's how he was raised... we have to go into these places and keep our mouths shut."

## THEME #5

### WE NEED TO DRAMATICALLY INCREASE THE DIVERSITY OF LEADERSHIP

"One thing you mentioned is role models. And it's harder for us people of color to see ourselves as successful people if we don't see people like us in leadership positions. I went to high school here and I believe that I only had one teacher that was a person of color. If all my role models are my teachers as a child, and none of them look like me, then I don't know what success looks like for me. Having representation at school as well is also extremely important. We can talk about representation in the media and all the sort of stuff, but that's not something that we can control here."

## THEME #6

### THE POWER STRUCTURE OF WHITE PRIVILEGE MUST BE ADDRESSED

"The majority of people in Columbus who are government officials are White. And they are also middle aged or older. They are the ones to constantly make sure you feel that you are not welcomed."

## THEME #7

### WE NEED CONTINUOUS ETHNIC CULTURAL EXPERIENCES

"I think I'd like to live in a community where we go beyond the one-off sort of celebrations like Ethnic Expo and are able to support things over the long-term."

## THE PROCESS

Over 2021, Imagine Columbus held a series of kitchen-table style conversations on race relations in Bartholomew County. The goal was to better gauge the opinions of those who have dealt with issues of diversity, equity, and inclusion in our community. Twenty-three sessions and one-on-one conversations were held to capture over 300 voices. All the feedback was collected, translated, and transcribed. The Guiding Team then identified the key themes that came out across all twenty-three conversations.



# Moving the Community Forward: 7 Tangible Actions on Racial Equity

Imagine Columbus - A United Way of Bartholomew County Initiative

Please join these organizations and over 300 people in moving our community forward through these actions.



1

## DIVERSIFY LEADERSHIP

Work towards having community and organizational leaders reflect the demographics of our community members.

2

## DEEPEN KNOWLEDGE & UNDERSTANDING AROUND DIVERSITY, EQUITY, AND INCLUSION

Provide learning opportunities for employees, stakeholders, and the broader community on the meaning and history of privilege and bias while providing resources that encourage self-exploration.

Incorporate in schools practices that meet the needs of students of all backgrounds, cultures, and ethnicities

3

## EXPAND MULTICULTURAL EXPERIENCES

Invest in more events that deepen cultural understanding and celebrate our community's diversity.

4

## SUPPORT RESOURCE-BUILDING FOR HISTORICALLY UNDERSERVED GROUPS

Give individuals fair access to the tools they need for economic mobility.

Invest in minority-owned businesses.

5

## CREATE EQUITABLE OPPORTUNITIES

Provide underserved groups opportunities to access resources that enhance personal and professional development.

Ensure our current systems provide the same support and advantages for everyone.

6

## SHARE BEST PRACTICES

Share experiences and knowledge on best practices in inclusion, personal experiences, and efforts toward organizational change.

7

## ADVOCATE

Keep conversations going, and momentum alive.

Be vocal and call out inappropriate behavior and aggressions, knowing that silence hurts our underserved and underrepresented community members.

# THE BUSINESS CASE FOR DIVERSITY, INCLUSION, AND EQUITY

HARVARD RESEARCHERS HAVE IDENTIFIED IT AS A **'BUSINESS IMPERATIVE'** TO HAVE A DIVERSE GROUP THAT BRINGS NEW AND DIFFERING PERSPECTIVES

Since 2010, Bartholomew County's population growth has been driven primarily by people of color. As the makeup of our community shifts, it is imperative that the organizations and businesses supported by our community also shift. Diversity, equity, and inclusion within organizations has been proven to have considerable benefits.

Research shows that diverse organizations are more successful at retaining talent<sup>1</sup>. Focus groups conducted with local individuals have called attention to a concern over Columbus' retention rate among diverse populations - an issue that will only become more pressing as the population demographics continue to shift. Additionally, organizations with inclusive business practices are over 50% more likely to improve their reputations<sup>2</sup>.

However, the benefits of increased diversity and inclusion go beyond just perceptions. When the employees within a business are representative of the larger population, they are more likely to understand the target audience. McKinsey & Company's most recent report found that companies in the top quartile for gender diversity were 25 percent more likely to have above-average profitability than the companies with the lowest levels of gender diversity<sup>3</sup>. Equally compelling, when looking at racial diversity and profitability, companies in the top quartile for racial diversity outperformed those with low levels of diversity by 36 percent<sup>4</sup>.

The profit benefits of increased diversity are often attributed to the fact that increasing diversity can improve the quality of decision-making, by bringing in new perspectives which encourage discussion and debate<sup>5</sup>. In today's competitive innovation-driven environment, Harvard researchers have identified it as a "business imperative" to have a diverse group that brings new and differing perspectives<sup>6</sup>. This sentiment is precisely why CEOs of Amazon, Anthem, Apple, Boeing, Cummins, Eli Lilly, Goldman Sachs, Microsoft, and others are making commitments and taking action to advance racial equity within their organizations<sup>7</sup>.

It is important, however, to remember that steps to increase equity and inclusion within organizations must be thoughtful and substantive. Changing the number of traditionally underrepresented people within an organization, and doing nothing else, does not automatically solve the issue. Unless the culture changes along with the demographics, those added to the groups will often feel that their perspective is not welcomed and may refrain from speaking up. The Harvard Business Review highlights that in order to make substantive change, what matters most is whether an organization is willing to reshape its power structure<sup>8</sup>. To make true progress towards inclusion, the organizational culture must change along with the demographics.

1. Catalyst. June 2020, *Why Diversity and Inclusion Matter*  
2. International Labor Organization, May 2019, *The Business Case for Change*.  
3. McKinsey & Company. 2020, *Diversity Wins: How Inclusion Matters*  
4. McKinsey & Company. 2020, *Diversity Wins: How Inclusion Matters*.

5. Harvard Law School. July 2020, *Maximizing the Benefits of Board Diversity*  
6. Harvard Law School. July 2020, *Maximizing the Benefits of Board Diversity*  
7. Business Roundtable. 2020, *Advancing Racial Equity and Justice*  
8. Harvard Business Review. 2020, *Getting Serious About Diversity*