

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
1							Results				Normed Ratios							
2	Theme	Domain	Indicator Name	Definition	Rationale	Year	White	Black	Hispanic	Asian		Black-to-White	Hispanic-to-White	Asian-to-White	Title I schools	Non-Title I	Ratio	
3	Economic Opportunity	Business Development																
4			1 Business Ownership	Percentage of adults aged 25-64 who are self-employed (i.e. own an incorporated or unincorporated business)	Business ownership provides opportunities for residents to overcome barriers to the traditional labor force and increase their earnings. Personal wealth, access to capital, entrepreneurial skills, and educational attainment may be factors that limit success in this indicator.	2016-2020	14.40	3.50	15.20	7.20		0.24	1.06	0.50				
5		Employment																
6			2 Labor Force Non-Participation	Percentages of adults aged 25-64 who are not in the labor force	This indicator captures individuals who are not working and who are not looking for work. Some can be classified as discouraged workers who have given up on seeking work due to prolonged unemployment or a lack of opportunities that match their skills, education, age, or ability. Other individuals not in the labor force include retired persons, students, and those taking care of family members.	2016-2020	16.40	31.30	12.70	19.00		0.52	1.29	0.86				
7			3 Unemployment	Percentages of adults aged 25-64 who are unemployed	Employment allows individuals to participate in the economy and reduces the likelihood of living in poverty. The unemployment rate captures adults who are looking for work but not working.	2016-2020	3.00	7.20	2.20	5.10		0.42	1.36	0.59				
8			4 Family-sustaining wage	Percentage of heads of households making 300% of the poverty threshold, a family-sustaining wage	A family-sustaining or "living wage" is defined by the MIT Living Wage Calculator as earning enough to cover necessary expenses—such as food, medical care, childcare, housing, and transportation—without having to rely on financial assistance from other sources.	2016-2020	72.60	40.90	41.10	78.80		0.56	0.57	1.09				
9		Income																
10			5 Median Full-Time Income	Median annual incomes for currently employed adults aged 25-64 working 30+ hours per week	Wages are the main source of income for most people, and higher income typically allows for greater opportunity and provides a foundation for longer-term financial security.	2016-2020	55000	33000	23000	73000		0.60	0.42	1.33				
11			6 Median Hourly Wage	Median hourly wages for adults aged 25-64 employed part-time or full-time	There is a positive relationship between wages and job tenure, meaning workers earning low wages often have less job stability and change jobs more frequently, leading to more stress. Rising wage inequality can create rising wage gaps by race/ethnicity	2016-2020	23.08	15.38	11.01	30.29		0.67	0.48	1.31				
12			7 Median Household Income	Median annual household income	Median full-time income and median hourly wages are measures for individuals. Household income reflects all income available to a family—including children and those members who are not in the labor force—and is used to determine if a household is in poverty or not.	2016-2020	89500	40000	60000	103000		0.45	0.67	1.15				
13		Poverty																
14			8 Child Poverty	Percent of children (<18) living at or below 100% of the poverty threshold	Child poverty is consistently related to worse physical, social, emotional, and educational outcomes	2016-2020	4.10	9.00	19.90	13.30		0.46	0.21	0.31				
15			9 Working Poverty	Percentages of adults aged 25-64 currently employed 30+ hours per week and living at or below 200% of the poverty threshold	Many jobs provide insufficient income to enable workers to meet their basic needs for daily living, including safe and decent housing, transportation, and food. The working poor often work more than one full-time job and/or rely on government assistance to survive.	2016-2020	8.30	25.70	47.40	6.80		0.32	0.18	1.22				

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16	Theme	Domain	Indicator Name	Definition	Rationale	Year	White	Black	Hispanic	Asian		Black-to-White	Hispanic-to-White	Asian-to-White	Title I schools	Non-Title I	Ratio	
17	Education	10	Kindergarten Readiness	Percentage of students at benchmark levels for the NC KEA Formative Assessment Process	The NC KEA Formative Assessment Process is used to help identify the learning and development of students entering kindergarten. The process itself is a part of daily instruction rather than formal testing.	2018-2020									57.49	89.54	0.64	
18		<b>Elementary and Middle School Education</b>																
19		11	Third-Grade Reading Proficiency	Percentage of 3rd graders who met grade level proficiency in reading end-of-grade exam.	Students who are proficient in reading by the third grade have better academic success later in their educational career. Children not reading proficiently by the end of third grade are four times more likely not to graduate from high school.	2018-2019 school year	80.67	48.92	34.56	77.06		0.61	0.43	0.96				
20		12	Eighth-Grade Math Proficiency	Percentage of 8th graders who met grade level proficiency in math end-of-grade exam.	Both elementary and middle school math are foundational to high school math, important for future attainment and success in the labor market. Therefore, success in 8th grade math is an indicator of whether students are prepared for high school math. Students who complete higher levels of math are more likely to graduate from high school and college and have higher earnings over their lifetime.	2018-2019 school year	79.19	30.54	46.38	83.46		0.39	0.59	1.05				
21		13	Middle School Suspensions	Proportion of enrolled students who had at least one out-of-school suspension. Middle school is defined as schools serving grades 6, 7, and 8 only.	Suspensions and expulsions are related to lower academic performance and lower high school graduation rates.	2018	2.42	12.86	8.71	0.71		0.19	0.28	3.39				
22		<b>High School Education</b>																
23		14	College Readiness	Percentage of students with ACT score 17 or higher	An ACT composite score of 17 or higher is the minimum score required for consideration for admission to the University of North Carolina's system and therefore meets the state's definition of being college-ready. Research suggests ACT composite scores are associated with first-year GPA and degree completion.	2020-2021 school year	87.52	32.26	46.11	83.53		0.37	0.53	0.95				
24		15	4-Year Cohort Graduation Rate	Percentage of students entering as ninth graders who graduated after four school years (or earlier)	Completing high school on time—meaning graduating in four years or less—is critical for student success. Delays in completion as a result of being held back or a break in enrollment are associated with much higher risks of eventually dropping out.	2020-2021 school year	92.17	81.82	81.76	95.07		0.89	0.89	1.03				
25		16	AP Course Participation	Percentage of students participating in AP courses	Advanced Placement (AP) courses offer advanced coursework and culminate in an AP exam; a score of 3 or higher allows students to receive college credit at many postsecondary institutions. Participation in AP courses is also emphasized as an admissions criterion at these institutions. AP course participation is therefore an indicator of achievement and access to rigorous coursework.	2019-2020 school year	43.29	12.88	20.89	52.02		0.30	0.48	1.20				
26		17	CCP Course Participation	Percentage of students participating in CCP courses	The Career and College Promise program was established to aid students who may not have access to college by allowing them to be dual-enrolled in high school and earn community college credit tuition-free, directly addressing equity concerns in education.	2019-2020 school year	7.74	6.08	6.45	5.10		0.79	0.83	0.66				
27	<b>Education in the General Population</b>																	
28	18	Adults 25-64 with No High School Diploma	Percentage of adults 25-64 without a high school diploma	Lower educational attainment makes it more likely a person will only be eligible for low-skill, low-wage employment	2016-2020	3.50	5.00	36.10	5.10		0.70	0.10	0.69					
29	19	High School Graduates (25-64) Living in Poverty	Percentages of adults aged 25-64 with at least a high school diploma who are living at or below 100% of the poverty threshold	People who obtain at least a high school diploma are less likely to live in poverty. However, the impact of a diploma is more protective for some racial/ethnic groups than others.	2016-2020	4.9	16.6	4.5	6.5		0.30	1.09	0.75					
30	20	College-Educated Adults (25-64)	Percentage of adults 25-64 with a college degree	Educational attainment is a strong predictor of employment opportunities, income, and wealth. <sup>59</sup> Full-time employees with bachelor's degrees earn, on average, two-thirds more and experience unemployment rates nearly half of employees with only a high school diploma.	2016-2020	67.20	26.70	36.90	78.60		0.40	0.55	1.17					

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2	Theme	Domain	Indicator Name	Definition	Rationale	Year	White	Black	Hispanic	Asian		Black-to-White	Hispanic-to-White	Asian-to-White	Title I schools	Non-Title I	Ratio	
31	Neighborhoods & Infrastructure	Access to Housing																
32		21	Homeownership	Percentages of households who own their home	Homeownership continues to be a reliable vehicle to build wealth. Additionally, mortgage payments are often more predictable and stable than rental payments.	2016-2020	75.20	49.20	53.10	68.30		0.65	0.71	0.91				
33		22	Home Loan Denials	Proportion of home loan applications for single-family home purchase denied by lender.	Access to credit determines most individuals' ability to purchase a home and build wealth through equity	2017	6.10	22.08	8.43	6.67		0.28	0.72	0.92				
34		Housing Affordability and Services																
35		23	Housing Cost Burden	Percentages of households with housing costs exceeding 30% of income	Households paying more than 30% of income on rent or mortgage payments have less disposable income for other necessities. <sup>7</sup>	2016-2020	21.40	40.60	31.30	17.80		0.53	0.68	1.20				
36		24	Internet Access	Percentages of households without access to the internet	Internet access is a basic 21st-century need for education and employment, as well as entertainment and social interaction.		5.20	17.70	6.10	2.10		0.29	0.85	2.48				
37		25	Utility Expenses	Percentages of household income going to electricity, gas, heating fuel, and water	Households paying more for utility expenses have less disposable income for other necessities	2016-2020	2.27	4.77	3.54	1.93		0.48	0.64	1.18				
38		26	Subsidized Housing	Percentage of renting households that receive HUD assistance	Research has shown a lack of affordable housing drives homelessness; federal subsidies for rental assistance are therefore important for preventing homelessness. These programs can often only provide assistance to those with extremely low incomes due to underfunding - those receiving HUD assistance are therefore some of the most vulnerable to homelessness.	2016-2020	2.36	20.94	1.76	5.96		0.11	1.32	0.39				
39		Transportation																
40		27	Private Vehicle Availability	Ratio between number of vehicles to total people over age 16 in household		2016-2020	0.33	0.25	0.33	0.33		0.76	1.00	1.00				
41	28	Commute Time	Average time spent commuting one way to work (in minutes) for adults aged 25-64	Commute time can affect health outcomes, earning potential, and the amount of time an individual can dedicate to other needs	2016-2020	20	20	15	20		1.00	1.33	1.00					
42	Government	Civic Life																
43		29	Voter Registration Rate	Estimated proportion of voting-eligible population (citizens 18+) that are registered to vote.	Voting is critical to the functioning of our democracy; however, barriers to voter registration like voter ID laws or limitations on when people can register to vote disproportionately impact people of color, students, the elderly, and people with disabilities.	2021	91.68	89.72	90.48	88.18		0.98	0.99	0.96				
44		30	Voter Turnout Rate (11/3/2020)	Proportion of registered voters that voted in the last general election (11/3/2020).	Even those who are registered to vote can face barriers to voting, and people of color are also disproportionately affected by these.	2020	78.51	68.66	60.79	68.04		0.87	0.77	0.87				

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45	Theme	Domain	Indicator Name	Definition	Rationale	Year	White	Black	Hispanic	Asian		Black-to-White	Hispanic-to-White	Asian-to-White	Title I schools	Non-Title I	Ratio	
46	Public Health	Access to Health Care																
		31	Health Insurance	Percentage of people without health insurance	Lack of health insurance reduces access to preventive care, increases health care costs, and can result in poor health outcomes.	2016-2020	4.30	11.00	27.90	7.50		● 0.39	● 0.15	● 0.57				
47		32	Prenatal Care	Percentage of births with initiation of prenatal care in first trimester	Prenatal care is important for the health of both mother and child and can prevent complications during pregnancy and birth. Disparities in this indicator may point to issues of access to care for certain populations.	2020	86.83	66.03	82.05	n/a		● 0.76	● 0.95	n/a				
48		Population Health																
49		33	Mortality	All cause, age-adjusted mortality, rates per 100,000. Standardized to the 2000 U.S. Population	Overall mortality is an important public health indicator. The age-adjusted rate represents the mortality rate that would have occurred if the Orange County population had the same age distribution as the U.S. Population in 2000.	2016-2020	562.8	786	337.4	n/a		● 0.72	● 1.67	n/a				
50		34	Drug overdose deaths	Drug overdose deaths among NC Residents (ICD-10), all intents, per 100,000	Drug overdoses, most of which are driven by opioid-related overdoses, are a growing public health problem in North Carolina	2020	16.4	11.4	3.2	n/a		● 1.44	● 5.13	n/a				
51		35	Injury-related Deaths	Number of deaths due to injury, per 100,000	Injury deaths are considered a community safety indicator. Because injuries are often predictable and preventable they are a target for public health initiatives.	2016-2020	56	63	22	n/a		● 0.89	● 2.55	n/a				
52		36	Life expectancy at birth	Life expectancy at birth, in years	Life expectancy at birth is an important health status indicator. Gains or discrepancies can be attributed to living standards, lifestyle and education, as well as access to quality health services.	2018-2020	83.3	75.5	n/a	n/a		● 0.91	n/a	n/a				
53	Maternal and Child Health																	
54	37	Infant Mortality	Deaths to infants <1 year over births in same year, per 100	The infant mortality rate is an important marker of the overall health of a society and provides key information about maternal and infant health.	2015-2019	3.5	11.4	9.7	n/a		● 0.31	● 0.36	n/a					
55	38	Teen Births	Number of births/ 1000 among female population ages 15-19	Families with children born to teenage mothers face more barriers, such as higher high school dropout rates for mothers and an increased likelihood of living in poverty.	2014-2020	1	10	16	n/a		● 0.10	● 0.06	n/a					
56	39	Low Birth Weight	Percentage of low birthweight births among all live births	Compared to infants of normal weight, infants with low birth weights are at greater risk for many health problems, including infection or longer-term problems such as delayed development.	2019	8.4	12	7.8	n/a		● 0.70	● 1.08	n/a					
57	Health Risk Factors																	
58	40	Child Food Insecurity	Percentage of households with children receiving SNAP benefits	Households that receive food assistance are low-income households that struggle with food insecurity, which has significant effects on child well-being. Children with access to food assistance have better long-term health outcomes and higher high school graduation rates than children without.	2016-2020	8.2	41.5	14.6	1.2		● 0.20	● 0.56	● 6.83					
59																		
60	KEY	Disparity Ratio Indicator																
61	● 0.80	Normed ratio between racial/ethnic group and NH Whites ≤ 0.8, suggesting given group scored worse on given indicator than NH Whites																
62	● 1.00	Normed ratio between racial/ethnic group and NH Whites 0.8 -1.2, suggesting given group scored similarly on given indicator to NH Whites																
63	● 1.20	Normed ratio between racial/ethnic group and NH Whites ≥ 1.2, suggesting given group scored better on given indicator than NH Whites																

	R	S	T	U	V	W	X	Y	Z
1		Data				<i>Dallas Equity Indicator Number here for Reference</i>			
2		<b>Source(s)</b>	<b>Notes</b>	<b>Additional Resources (citation numbers)</b>		<b>Domain</b>			
3						<b>Business Development</b>			
4		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		1		2			
5						<b>Employment</b>			
6		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		2		4			
7		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		3		5			
8		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		4,5		<b>New indicator</b>			
9						<b>Income</b>			
10		U.S. Census Bureau, American Community Survey Public Use Microdata Sample	Income from wages and business was used to calculate this measure	6		7			
11		U.S. Census Bureau, American Community Survey Public Use Microdata Sample	Income from wages and business was used to calculate this measure	7,8		8			
12		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		9, 10		9			
13						<b>Poverty</b>			
14		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		11		10			
15		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		12,13		12			

	R	S	T	U	V	W	X	Y	Z
2		<b>Source(s)</b>	<b>Notes</b>	<b>Additional Resources (citation numbers)</b>		<b>Domain</b>			
16						<b>Education</b>			
17		NC DPI School Report Cards		14		15			
18						<b>Elementary and Middle School Education</b>			
19		NC DPI School Report Cards	This year of data was chosen to reflect pre-pandemic scores, because scores in all racial/ethnic groups dropped in the subsequent school year	15,16		16			
20		NC DPI School Report Cards	This year of data was chosen to reflect pre-pandemic scores, because scores in all racial/ethnic groups dropped in the subsequent school year	17,18		<b>ALT</b>			
21		US DOE Office of Civil Rights Data Collection		19		18			
22						<b>High School Education</b>			
23		NC DPI School Report Cards		20,21		19			
24		NC DPI Cohort Graduation Rate		22,23		20			
25		NC DPI School Report Cards		24-26		<b>NEW</b>			
26		NC DPI School Report Cards		27,28		<b>NEW</b>			
27						<b>Education in the General Population</b>			
28		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		29		22			
29		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		30		23			
30		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		31		24			

	R	S	T	U	V	W	X	Y	Z
2		<b>Source(s)</b>	<b>Notes</b>	<b>Additional Resources (citation numbers)</b>		<b>Domain</b>			
31						<b>Access to Housing</b>			
32		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		32		25			
33		Federal Financial Institution Examination, Home Mortgage Disclosure Act Data		33		27			
34						<b>Housing Affordability and Services</b>			
35		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		34		28			
36		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		35		29			
37		U.S. Census Bureau, American Community Survey Public Use Microdata Sample	Households with utilities included in rent were excluded from this calculation	36		30			
38		U.S. Census Bureau, American Community Survey Public Use Microdata Sample HUD Portrait of Subsidized Housing		37-39		<b>New indicator</b>			
39						<b>Transportation</b>			
40		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		40		34			
41		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		41, 42		35			
42						<b>Civic Life</b>			
43		NC State Board of Elections U.S. Census Bureau 5-Year American Community Survey Data		43		<b>New indicator</b>			
44		NC State Board of Elections U.S. Census Bureau 5-Year American Community Survey Data		44,45		<b>New indicator</b>			

