The Origins of Better Together Cincinnati (BTC)

As the name implies, we believe that as a community we are _better together_ than we are apart, and the name is meant to convey the importance of bridging our differences and building our community's social capital.

Background

In April 2001, Cincinnati erupted in a brief but pivotal spate of violence. Those traumatic events unleashed an outpouring of civic activity facilitated by Mayor Charlie Luken, who appointed Cincinnati Community Action Now (CAN) to “achieve greater equity, opportunity, and inclusion for everyone by addressing the disparities that impact people in need, particularly in the African-American community.” By late 2002, a Collaborative Agreement had been signed, and Cincinnati CAN had completed its research and planning phase of work. Both initiatives generated specific action items designed to reduce economic and social disparities.

A Collaborative Investment Strategy

It became clear that implementation of both the Cincinnati CAN priority initiatives and the Collaborative Agreement would require significant financial resources over a multi-year period to produce lasting community change. Due to the ambitious scope and magnitude of these efforts, a long-term, community-wide commitment was required. Cincinnati CAN’s leadership approached The Greater Cincinnati Foundation to help raise funds and provide grants for several priority initiatives over a five-year period. A “funders’ collaborative” was formed to effectively marshal and manage resources from a variety of funding partners.

The group pooled nearly $7 million to support some of the most challenging initiatives inspired by the work of Cincinnati Community Action Now (CAN). Through the efforts of Cincinnati CAN (2001-2003) and Better Together Cincinnati (2003-present) programs have been launched that are beginning to show promise. Success by 6°, the Community Police Partnering Center, the Cincinnati Initiative to Reduce Violence (CIRV), the Minority Business Accelerator Program, and the Cincinnati Arts & Technology Center are a few of the most promising efforts.
TO THE COMMUNITY:

Since 2001, a group of committed community leaders, foundations, and companies have been working to improve race relations and address racial inequity by addressing both the symptoms and the causes of disparities. The group pooled nearly $7 million to support some of the most challenging initiatives inspired by the work of Cincinnati Community Action Now (CAN). Through the efforts of Cincinnati CAN (2001-2003) and Better Together Cincinnati (2003-present) programs have been launched that are beginning to show promise. Success by 6, the Community Police Partnering Center, the Cincinnati Initiative to Reduce Violence (CIRV), the Minority Business Accelerator Program, and the Cincinnati Arts & Technology Center are a few of the most promising efforts.

Promising programs are leading to more systemic initiatives that have potential to effect even deeper change. We are encouraged by groups coming together with a common purpose to change the systems that cause or perpetuate disparity. Still, while many people have benefited, these initiatives have not gone far enough or deep enough yet to "move the needle."

With the publication of its first report in 2006, BTC made a commitment to produce a "report card" that would assess racial disparity on a regular basis. Cincinnati in Black and White 2007 provides a baseline "report card" on racial disparities in three key areas: education, economics and criminal justice. This report shows that despite seven years of multiple sustained efforts to reduce disparities, the circumstances have not changed for African Americans in our community.

It will take more time, more resources and a sustained leadership commitment to achieve significant and sustainable impact on these issues. To reduce disparities, BTC and the broader community must continue to concentrate on the "levers for change" that address the causes rather than the symptoms of disparity—efforts to achieve greater economic inclusion, better education outcomes for all children, and reductions in crime and disorder for all neighborhoods and citizens.

As a group of committed community leaders, we are prepared to keep the spotlight on the need for action, to generate public discussion, and to keep the issues on the public’s mind until tangible progress is made in changing the systems that cause or perpetuate disparity.

This report is part of an ongoing system of measurement so that we can regularly assess results, focus resources and attention where needed, and track progress in reducing disparities and closing gaps.

Like many other cities, Greater Cincinnati is a place where stark differences exist between the races on almost every measure of well-being. While these disparities directly affect African Americans, the situation hurts everyone. Closing these gaps will have a positive and meaningful impact on the overall health and perception of our entire region, truly making Greater Cincinnati better for everyone.

Ellen Gilligan  
Vice President for Community Investment  
The Greater Cincinnati Foundation

Ross Love  
Love Family Foundation

Staff to Better Together Cincinnati  
Cincinnati CAN Co-Chair
The Greater Cincinnati Region boasts a wealth of high-quality, timely research and benchmarking reports. These efforts focus on a range of topics including population change, the well-being of our children and youth, educational attainment, the vitality of the region’s economy, social relations, and the health status of our community. Each report is anchored to the United Way’s “State of the Community Report”, which provides a framework for understanding our community’s overall status.

While it is very comprehensive, the “State of the Community Report” is designed to measure progress only at a very high level. Other organizations working on specific issues must identify more detailed and specific sets of indicators to measure progress in their area of interest and influence.

Periodically measuring a consistent set of indicators at intervals over time will help our community determine whether (or not) we are making progress—whether we are “moving the needle” in a positive direction in key areas of individual and community well being.

This ‘map’ illustrates the scope and diversity of regional benchmarking reports.
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Cincinnati in Black & White 2007 documents differences and disparities between Black and White populations in the City of Cincinnati.

In 2003, Better Together Cincinnati was formed by 15 foundations and corporations to provide funding for community-wide initiatives designed to identify and develop solutions to racial problems in the City of Cincinnati. Following the implementation of several successful initiatives that included the Cincinnati Youth Collaborative Youth Employment & Development Initiative, the Minority Business Accelerator and the Community Police Partnering Center, Better Together Cincinnati has embarked on an effort to develop a race disparities “report card” that will document current disparities and trends from the past several years, allowing Better Together Cincinnati and the community to track progress in reducing disparities.

Cincinnati in Black & White 2007 is the first publication of this race disparities report card. This report focuses on three broad categories: education, economics and criminal justice. During the summer of 2007, a 24-member Community Advisory Group met to review possible indicators and develop the final list of race disparity indicators that are included in this report. The data were gathered and summarized by the University of Cincinnati/United Way of Greater Cincinnati Community Research Collaborative.

The indicators selected for Cincinnati in Black & White 2007 were carefully chosen from a list of more than 100 indicators. The Community Advisory Group, first and foremost, selected those indicators that were deemed critical to understanding race disparities in the City, regardless of whether the data were known to be available. If data are not available, the indicator is included as a Placeholder indicator, meaning that, while the data may not be available, it is believed that the community should begin serious efforts to make such information available in order to describe race disparities in the City most accurately and completely.
Executive Summary

Education

There is little or no race differences on three of the 13 education indicators. While we are making progress on Student Mobility Rates, persistent disparities exist on seven.

The Percent of High School Graduates who Enroll in College is an important indicator, but limited data exist from schools in the City. While Cincinnati Public Schools collects this information, the data do not include the student’s race. No charter schools in the City were able to provide this information. In order to track this measure of race disparity, local schools need to create mechanisms for collecting and reporting this crucial.

No Disparity or Difference

- Attendance Rate
- Percent of Adults 25 or Older with an Associate’s Degree
- Teacher Certification

Disparity Still Exists

- Student Mobility Rates
- Kindergarten Readiness Assessment-Literacy (KRA-L)
- 4th Grade Achievement, Reading
- 4th Grade Achievement, Mathematics
- 8th Grade Achievement, Reading
- 8th Grade Achievement, Mathematics
- Expenditure per Pupil
- Percent of Adults 25 or Older with a Bachelor’s Degree or Higher

Are We Making Progress?

- Yes
- No

Placeholders

- Percent High School Graduates who Enroll in College
- High School Graduation Rate
Executive Summary

Economics

Race disparities or differences exist on all of the economic indicators that were selected for this report, with the exception of Percent in Labor Force. However, the disparity on the Percent in Labor Force has gone down largely due to losses in the percentage of Whites working rather than gains in the percentage of Blacks working.

Percent Population Living in Poverty and Unemployment Rate both show increasing race disparities with Black measures going in an undesirable direction.

Progress is being made on one of the indicators: Dependency Ratio.

Financial Assets, whether a person owns a checking or savings account, has limited local data. The data that do exist mirror closely the national trend in race disparity, that Blacks are less likely to own a checking or savings account.

No Disparity or Difference

- Percent in Labor Force

Disparity Still Exists

- Dependency Ratio
- Percent Households with Incomes Below $10,000
- Percent Population Living in Poverty
- Percent of Businesses with Paid Employees
- Unemployment Rate
- Home Ownership Rate
- Mortgage Loan Refusal Rates
- Financial Assets

Are We Making Progress?

- Yes
- No
- Unclear
Executive Summary
Criminal Justice

Race disparities or differences exist on all of the available criminal justice indicators selected for this report, with the exception of Conviction Rate Juvenile.

Blacks are twice as likely to be victims of violent crime. The ratio of Cincinnati Blacks to Whites arrested for violent crimes property crimes and drug abuse violations is nearly 3 to 1 for adults. J uvenile arrest rates show even greater differences than those for adults, with rates for violent crime at 12 to 1, 5 to 1 for drug violations and 3 to 1 for property crime. Similarly, the ratio for both adult and juvenile incarceration rates are much higher for Blacks. J uvenile Waivers to Adult Court, and the concomitant harsher sentences, are far more likely to occur among Black youth. Incarceration rates are higher for Black youth. Blacks, driving in the City of Cincinnati, are stopped at a higher rate than Whites.

No Disparity or Difference
• Conviction Rate, J uvenile

Disparity Still Exists
• Arrest Rate, Adult
• Incarceration Rate, Adult
• Stopped While Driving
• Victimization Rate, Violent Crime
• J uvenile Waivers to Adult Court
• Arrest Rate, J uvenile
• Incarceration Rate, J uvenile
• Average Prison Sentence, J uvenile

Are we Making Progress?
• No
• No
• No
• No
• No
• No

Placeholder
• Conviction Rate, Adult
• Average Prison Sentence, Adult
• Percent of Adults Under Correctional Supervision
Criteria for Selecting Indicators

Better Together Cincinnati has adopted strict criteria for selecting indicators to be used in Cincinnati in Black & White 2007. While it is not possible to assure that every criterion applies equally well to all indicators, the Better Together Cincinnati Advisory Council has worked hard to assure that all indicators selected fulfill at least most of the following criteria:

1. The indicator must have policy relevance for many stakeholders and be changeable to a significant degree by local action.
2. The data item must reflect a salient outcome and be a valid and reliable measure of the concept.
3. The data item must be easily understandable to local stakeholders.
4. Except for U.S. Census data, the statistical indicator must be updated no less than every two or three years.
5. Data must be from a reliable source, i.e., they should be published or released to the public by an authoritative source in some other form before we use them.
6. The data item should have a relatively unambiguous interpretation and there should be widespread agreement as to what constitutes a good or bad trend direction.
7. There must be comparable state or national benchmarks.
8. The statistical indicator must be available and consistent over time.
9. All or most of the indicators must be inexpensive to gather and report.
10. There should be a high probability that the measure will continue to be produced over the next decade.

How to Read the Report

The Cincinnati in Black & White 2007 can be read much more easily if you keep the following in mind:

- Cincinnati in Black & White 2007 consists of four sections. The initial Demographic section briefly documents racial characteristics of the City of Cincinnati for the last 40 years. The following sections contain the Economic, Education and Criminal Justice indicators selected for the report. Each of these sections begins with a brief summary and review of local survey data collected for this report.

- Each indicator is reported on its own page with a chart of trend data on the left and a data table on the right. Below the graph and table is a brief commentary that includes a definition of the indicator (labeled “what it is”), a statement of what the indicator contributes to the report (labeled “why it matters”) and comments interpreting the significance of the data for the community (labeled “what it tells us”).
• In a dynamic world, new information is available on a continuing basis. Each of these indicators is being updated on a regular basis and is available through the University of Cincinnati/United Way of Greater Cincinnati Community Research Collaborative Web site at http://www.crc.uc.edu.

• How to read the report, to replace the final bullet point: The data in the report reflect primarily the City of Cincinnati, using the United States for comparison. It is important for the reader to recognize that Cincinnati is an entirely urban area, where the U.S. is a continuum of urban, suburban and rural areas. There are many socio-economic differences between urban, suburban and rural indicators so the reader should use caution when comparing City of Cincinnati and U.S.A. indicators.

How to Read the Report

There are icons in the upper corner of each page that summarize the indicator.

The first box tells whether the indicator shows disparity by race and whether in recent years the disparity has been increasing, decreasing or staying the same.

The second box shows the degree to which the indicator reflects disparities between Whites and Blacks in the City of Cincinnati. While any difference is an important difference, some indicators show vastly different circumstances for Blacks and Whites which must be addressed. The level of disparity was calculated, using the absolute percent difference, with three white D's indicating high rates of disparity (60% or greater), two white D's indicating moderate disparity (20 – 59% difference) and one white D reflecting lower degrees of disparity (10 – 19% difference).

The final set of boxes summarize, by race, whether the indicator has been moving up or down during recent years. The color of the arrow reinforces whether the indicator is moving as it should (green) or needs attention (red).

In this example, the indicator shows that racial disparities are decreasing, and the disparity is moderate. The recent trend lines for both Blacks and Whites are moving in a desirable, upward direction.

In this second example, racial disparities are increasing. The level of disparity is low. In recent years, the trend line for Blacks has been moving upward in an undesirable direction, while Whites have been moving downward in a direction seen as more appropriate.
**What it is:** Race distribution, expressed as a percentage of the total population.

**Why it matters:** Planning our City's future demands that we understand how our population is evolving. This indicator shows the change in the City's race diversity over time.

**What it tells us:** Nationally, since 1950 the percentage of the population that is Black has remained relatively stable, around 11 percent, while the percentage of the population that is White has slowly declined by 16 percent, mostly due to the growth in other minority groups. Locally, the percentage of the population that is White has decreased by 34 percent while the percentage of the population that is Black has increased by 29 percent. This is due principally to large numbers of White residents moving outside the City.

**Local, National Source:** U.S. Census Bureau, U.S. Census of Population and Housing, http://www.census.gov (2006 data is from the American Community Survey)
Demographics
Youth and Old Age Dependency Ratios

What it is: The Youth Dependency Ratio is the ratio of the population 15 and under (i.e., non-working ages) divided by the population 16-64 (i.e., working ages), expressed as a percentage. The Old Age Dependency Ratio is the ratio of the population 65 and older divided by the population 16-64, also expressed as a percentage.

Why it matters: A rising dependency ratio is a concern in areas that are facing an aging population, since it becomes difficult for pension and Social Security systems to provide for a significantly older, non-working population. A declining youth dependency ratio could reflect a population with few families and a growing elderly population.

What it tells us: The Youth Dependency Ratio for both Blacks and Whites has been declining steadily for decades, with the Black-White gap closing moderately in the last decade. The Old Age Dependency Ratio has remained relatively constant since 1970. The Youth Dependency Ratio for Whites is driven by the consistent decline in the population in all age categories, while the local Black ratio stems from an increase in working age residents combined with a small increase in the older population and a notable decrease for youth.

Local, National Source: U.S. Census Bureau, U.S. Census of Population and Housing, http://www.census.gov (2006 data are from the American Community Survey)
What it is: The percentage of families with their own children under the age of 18 that are single female-headed families, expressed as a percentage.

Why it matters: Family structure has the potential to greatly impact all areas of life. Single parent households are much more likely to fall below the poverty line than dual parent households. The number of income-earning adults in a family has a strong influence on economic, education and criminal justice outcomes.

What it tells us: Single female-headed family rates have nearly doubled since 1970, regardless of race. Locally, 74 percent of Black families are single female-headed families, compared with 54 percent nationally. White single female-headed family rates are much lower at 31 percent locally and 20 percent nationally.

Local, National Source: U.S. Census Bureau, U.S. Census of Population and Housing, http://www.census.gov (2006 data is from the American Community Survey)
**Demographics**

**Residential Segregation**

**What it is:** The Index of Dissimilarity is a commonly used measure of residential segregation. The Index ranges from 0 to 1, with a higher number indicating greater levels of segregation between two groups - in this case, Whites and Blacks. This indicator is commonly interpreted as the proportion of the population (either Black or White) that would have to move elsewhere in the area to eliminate residential segregation by race.

**Why it matters:** Highly segregated housing patterns correlate with racial tensions in a community. Members of minority groups often have fewer educational and economic opportunities in communities with segregated housing patterns.

**What it tells us:** The City of Cincinnati is less segregated than the Cincinnati Metro area as a whole and closely reflects the level of residential segregation in all U.S. metro areas. The city’s index of dissimilarity, at .68, is better than the nation; however, it still indicates non-negligible residential segregation. Local drops in segregation rates are primarily due to the large out-migration of Whites from the City.

**Local, National Source:** U.S. Census Bureau, U.S. Census of Population and Housing, http://www.census.gov
Education Overview

Education is the great equalizer in American society. Equal access to education is vital -- impacting the social and economic welfare of individuals, communities and corporations.

There is little evidence of race disparities on three of the selected indicators: Attendance Rate, Teacher Certification and Percent of Adults 25 and Older with an Associate’s Degree.

Disparities exist for eight of the education indicators.

- Highly influenced by income and poverty, Kindergarten Readiness Assessment-Literacy (KRA-L) scores in the City of Cincinnati show clear race differences in preparedness for kindergarten.

- Ohio’s new education achievement tests, available since 2005, have consistently shown Black-White differences in achievement in Mathematics and Reading in both the fourth and eighth grades.

- Race differences in the Percent of Adults 25 and Older with a Bachelor’s Degree or Higher are particularly troubling, with a 30 percent gap between White and Black completion rates.

- Student Mobility Rates at predominately Black schools have been steadily decreasing since 2002, and are gradually approaching rates similar to predominately White schools.

The value of college enrollment and completion cannot be understated for individuals and the community. Unfortunately, data on enrollment in college immediately after high school are lacking in the City of Cincinnati. While Cincinnati Public Schools collects this information, the data do not include the student’s race. No charter schools in the City were able to provide this information. In order to track this important measure of race disparity, local schools need to create mechanisms for collecting and reporting these crucial data.
Education

About the Education Data and Education Indicators

While it is tempting to argue that these data reflect only the students and schools of Cincinnati Public Schools, that is not the case. The data and indicators in this section of the report reflect all public and charter school buildings located in the City of Cincinnati (with the one exception being KRA-L data, which are only available for Cincinnati Public Schools). All Hamilton County school buildings in the Ohio Department of Education (ODE) database were geocoded (i.e., assigned a latitude and longitude coordinate) and that information was used to determine whether each building was located within the borders of the City of Cincinnati. Data were extracted for each City of Cincinnati school building for each year the school was in existence since 2000.

Private school data for these indicators are not available through the Ohio Department of Education. The Community Research Collaborative made numerous calls to each building with student enrollments of 200 or greater and to their controlling organization to obtain data related to each of these indicators, with little or no success. It is unfortunate that we were unable to include data for private schools which, according to the Ohio Department of Education, have a total enrollment of 14,877 students in the City of Cincinnati.

Predominantly Black Schools and Predominantly White Schools

Three indicators, Expenditure Per Pupil, Student Mobility and Percent of Courses Taught by Teachers with Appropriate Certification, reflect characteristics of schools rather than students. We used ODE 2006-2007 enrollment data by race to determine whether each building had predominantly Black students or predominantly White students. Predominately Black Schools are schools where the plurality, or simple majority, of students is Black. Predominately White Schools are schools where the simple majority of students is White.
Education

School Safety. School safety has wide-reaching impact, affecting academic performance, the ability to attract quality staff and teachers and even the value of neighborhood houses.

City of Cincinnati residents were asked, “I’d like you to tell me how often you, yourself, worry about having a school-aged child of yours physically harmed while attending school . . . frequently, occasionally, rarely, or never.”

Twenty-five percent of Cincinnati Blacks worry frequently about their children being harmed in school, compared to less than 15 percent of Whites.

Educational Opportunity. Over a half century has passed since Brown v. Board of Education of Topeka outlawed the segregation of schools in the United States. Do Blacks and Whites perceive the outcome the same way?

Cincinnati residents were asked, “In general, do you think that Black children have as good a chance as White children in your community to get a good education, or don’t you think they have as good a chance?”

Nationally, 82 percent of Whites think Black children have as good a chance as White students. Whites (66%) in Cincinnati are less optimistic. Blacks (54%) in Cincinnati are slightly more optimistic than Blacks nationally.
**Education**

### Kindergarten Readiness Assessment-Literacy (KRA-L)

**What it is:** The Kindergarten Readiness Assessment-Literacy (KRA-L) identifies literacy skills at kindergarten entry. KRA-L scores range from 0 to 29, with a minimum of 19 indicating reading readiness at kindergarten entry, based on Success By 6® standards. **NOTE:** Local data are only for students entering Cincinnati Public Schools.

**Why it matters:** Reading is a fundamental skill that is key to learning in all other subjects. The KRA-L is an important indicator of a child's preparedness as he or she transitions to school.

**What it tells us:** City of Cincinnati Black children score, on average, about three points lower than White students on the KRA-L assessment. Based on KRA-L analysis conducted by Success By 6®, for the 2007-2008 school year, 44 percent of all children in the Cincinnati Public Schools were ready for kindergarten.

**Local Source:** Cincinnati Public Schools, Success by 6® Kindergarten Readiness Assessment Literacy (KRA-L) Report, 2006-2007 Academic Report.

**State Source:** Ohio Department of Education

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* Scores can range from 0 to 29
What it is: The percentage of students scoring at or above proficiency for Mathematics on 4th grade achievement tests.

Why it matters: Standardized achievement tests can show students’ knowledge of concepts common to the grade tested. Standardized tests allow parents and students to track academic development.

What it tells us: While both White and Black achievement test scores have increased since 2005, the White-Black difference in achievement test scores has remained at about 30 percent over the last several years.

Local, State Source: Ohio Department of Education, Interactive Local Report Card, http://ilrc.ode.state.oh.us. Data reflect publicly available achievement test scores and were downloaded by school building and grade level. Therefore, grades with fewer than 10 students of one race or another were masked by the Ohio Department of Education for confidentiality reasons.
**What it is:** The percentage of students scoring at or above proficiency for Reading on 4th grade achievement tests.

**Why it matters:** Standardized achievement tests can show students’ knowledge of concepts common to the grade tested. Standardized tests allow parents and students to track academic development.

**What it tells us:** While both White and Black achievement test scores have stayed relatively flat since 2005, the White-Black difference in achievement test scores has remained at approximately 20 percent over the last several years.

**Local, State Source:** Ohio Department of Education, Interactive Local Report Card, http://ilrc.ode.state.oh.us. Data reflect publicly available achievement test scores and were downloaded by school building and grade level. Therefore, grades with less than 10 students of one race or another were masked by the Ohio Department of Education for confidentiality reasons.
What it is: The percentage of students scoring at or above proficiency for Mathematics on 8th grade achievement tests.

Why it matters: Standardized achievement tests can show students’ knowledge of concepts common to the grade tested. Standardized tests allow parents and students to track academic development.

What it tells us: Eighth-grade Mathematics achievement test scores have risen in the last three years for Black students in the City of Cincinnati. The trend with White students is inconsistent over the three years of data, making it difficult to evaluate trends.

Local, State Source: Ohio Department of Education, Interactive Local Report Card, http://ilrc.ode.state.oh.us. Data reflect publicly available achievement test scores and were downloaded by school building and grade level. Therefore, grades with less than 10 students of one race or another were masked by the Ohio Department of Education for confidentiality reasons.
**What it is:** The percentage of students scoring at or above proficiency for Reading on 8th grade achievement tests.

**Why it matters:** Standardized achievement tests can show students’ knowledge of facts, skills and concepts common to the grade tested. Standardized tests allow parents and students to track academic development.

**What it tells us:** Reading achievement scores for White 8th graders in Cincinnati have been consistent for the last three testing years. For Black student scores are inconsistent over the three years of data, making it difficult to evaluate trends.

**Local, State Source:** Ohio Department of Education, Interactive Local Report Card, http://ildc.ode.state.oh.us. Data reflect publicly available achievement test scores and were downloaded by school building and grade level. Therefore, grades with less than 10 students of one race or another were masked by the Ohio Department of Education for confidentiality reasons.
What it is: The sum of the total attendance days for students enrolled in the building for a full academic year divided by the sum of total student attendance plus excused absence days plus unexcused absence days for students enrolled in the district for a full academic year.

Why it matters: Students who regularly attend school have more opportunities to learn, develop long-term relationships with peers and learn valuable lessons in responsibility and citizenship. Regular attendance also affects school ratings and budgets. State quality standards require districts to maintain attendance rates of 93 percent or higher.

What it tells us: Attendance rates for both Black and White students in the City of Cincinnati tend to hover at approximately 93 percent. Students, both Black and White, attending Predominately White Schools have a five percent higher attendance rate compared to students at Predominately Black Schools (data not shown on chart).

What it is: The percentage of students in a school building for less than a full academic year. Predominately Black Schools are schools where the plurality, or simple majority, of students are Black, according to the Ohio Department of Education 2006-2007 enrollment data. Predominately White Schools are schools where the simple majority of students are White.

Why it matters: High student mobility can lower student performance on academic measures because of the interruption to learning. Mobility can also reduce student attachment to the school environment and retard social development.

What it tells us: Predominantly Black Schools in the City of Cincinnati have average student mobility rates of 14 percent, compared to nine percent for Predominately White schools. The average mobility rate for Predominately Black Schools has dropped considerably in the last five years.

**What it is:** Total dollars spent (including Administrative, Building, Teacher and Staff Salaries, Pupil Support and Instructional expenses) divided by the number of students enrolled. Predominately Black Schools are schools where the plurality, or simple majority, of students are Black, according to the Ohio Department of Education 2006-2007 enrollment data. Predominately White Schools are schools where the simple majority of students are White.

**Why it matters:** Expenditure per pupil for a given building can be driven by such issues as higher costs associated with specific populations, such as special needs students, and for maintaining aging buildings. Other research shows that increased expenditures per pupil translate into dollars that can be used to attract more qualified teachers (through higher salaries and greater benefits) and to reduce class sizes and student-teacher ratios.

**What it tells us:** Compared to National expenditures, Ohio has had marginally higher expenditures per pupil for many years. Urban centers, including Cincinnati, have had expenditures higher than the rest of the state. Predominately Black Schools in the City of Cincinnati tend to have expenditures per pupil that are five to 10 percent higher than Predominately White Schools.

**Local, State Source:** Ohio Department of Education, Interactive Local Report Card, http://ilrc.ode.state.oh.us
**Education**

**Teacher Certification**

*What it is:* The percentage of courses taught by teachers with appropriate certification. Predominately Black Schools are schools where the plurality, or simple majority, of students are Black, according to the Ohio Department of Education's 2006-2007 enrollment data. Predominately White Schools are schools where the simple majority of students are White.

*Why it matters:* Teacher certification and training affect teachers’ subject matter expertise in a given content area, and also can determine their ability to make the material accessible to a wide range of students with varying abilities and backgrounds.

*What it tells us:* Ninety percent or more of teachers teaching core courses in schools in the City of Cincinnati are teaching with appropriate certification.

**Local, State Source:** Ohio Department of Education, Interactive Local Report Card, http://ilrc.ode.state.oh.us

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**Education**

High School Graduation Rate (Placeholder)

**What it is:** The graduation rate is the percentage of students who entered high school that receive a diploma in four years, including summer graduates.

**Why it matters:** High school graduation rates are a key indicator of educational delivery and attainment. High school graduation is a significant milestone in development, as well as a gateway to higher education. Areas with higher high school graduation rates (and especially subsequent college completion) have a better educated and better paid workforce, increasing a region’s economic competitiveness.

**What it tells us:** Data in many U.S. communities, including ours, do not meet strict criteria for validity and reliability. School districts use different methods for calculating high school graduation rates – with the result that there is no standard method or consistency. Many students move between high schools within or between districts, making accurate calculation difficult and expensive.
**Education**

Percent High School Graduates who Enroll in College (Placeholder)

**What it is:** The percentage of all high school graduates who enroll in college the fall immediately following graduation.

**Why it matters:** Students are much more likely to complete post-secondary education if they enroll immediately after high school graduation. A highly educated workforce helps a region attract and keep higher paying jobs.

**What it tells us:** The value of college enrollment and completion cannot be understated for individuals and the community. Unfortunately, data on enrollment in college immediately after high school are lacking in the City of Cincinnati. While Cincinnati Public Schools collects this information, the data do not include the student's race. No charter schools in the City were able to provide this information. In order to track this important measure of race disparity, local schools need to create mechanisms for collecting and reporting these crucial data.
Education
Percent of Adults 25 and Older with an Associate’s Degree

**What it is:** The percentage of the total population over age 25 with an Associate’s Degree.

**Why it matters:** Years of education for those 25 and over is an important measure of socio-economic progress because it correlates strongly with income and job status and is a good measure of workforce quality.

**What it tells us:** There is little variation between local and national percentages or between Whites and Blacks in the City of Cincinnati. Blacks, however, often do not go on to complete education beyond an Associate’s Degree.

**Local, National Source:** U.S. Census Bureau, The American Community Survey, http://www.census.gov
**Education**

**Percent of Adults 25 and older with a Bachelor’s Degree or Higher**

*What it is:* This indicator shows the percentage of the total population over age 25 who have a Bachelor’s Degree or higher.

*Why it matters:* Years of education for those 25 and over is an important measure of socio-economic progress because it correlates strongly with income and job status and is a good measure of workforce quality. A region with high post-secondary educational attainment is better able to retain and attract high-value jobs.

*What it tells us:* The percentage of Whites with a Bachelor’s Degree or higher is significantly higher than Blacks in the City of Cincinnati.


### Race Disparity

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*Unclear*
Economics

Economic Overview

Race disparities exist on all the economic indicators except Percent in Labor Force.

There is no race disparity in the Percent in Labor Force. This is largely due to losses in the percentage of Whites working rather than gains in the percentage of Blacks working. One indicator, Dependency Ratio, is making progress towards equality.

The Unemployment Rate and the Percent of Population Living in Poverty are showing increased differences between races. While White Poverty has increased steadily over the last five years, Black Poverty has risen sharply. Even more distressing is the disparity trend in the Unemployment Rate for the two races. While White Unemployment has dropped considerably since 2002, the Unemployment Rate for Blacks has risen from 11.7 percent to just under 17 percent in the same time period.

The remaining indicators continue to show disparities and differences between Blacks and Whites in the City of Cincinnati. While the disparities have not increased, we have made little progress in reducing them.

Economic Deprivation. In the last year, 30 percent or more of Blacks living in the City of Cincinnati have not had enough money to buy clothing (36%), food (30%) or medical care (37%).

Blacks, compared to Whites, are more than twice as likely not to have had enough money to purchase the food their family needed.

Thirty-two percent of Cincinnati Blacks lacked money to buy two or more of these basic items, compared to 13 percent of Whites.
Financial Worries. Cincinnati residents were asked how concerned they are about a number of financial matters, such as not having enough money for retirement and not having enough to pay normal monthly bills.

In each instance, Black respondents are roughly twice as likely to be worried about financial matters.

Blacks and Whites in the City are most worried about having enough money for retirement, not being able to pay medical costs in the event of a serious illness or accident and not being able to pay medical costs for normal health care.

Economic Assets. Individuals or households who own a checking and/or savings account are considered “banked.”

Whites in the City of Cincinnati are more likely to be “banked” than Blacks. Whites are also more likely to own each of seven different financial assets.
Economics

Fringe Banking. “Unbanked” individuals many times have no choice but to seek out “fringe banking” establishments that practice predatory lending. These establishments, such as check cashing/payday loan companies, rent-to-own stores and tax Refund Anticipation Loan companies, provide services for extraordinarily high fees that individuals and families cannot afford, perpetuating a cycle of debt and poverty.

Just over a quarter of City of Cincinnati Black residents have used a payday loan service in the last three years. This is more than twice the White payday loan usage locally.

Locations of Check Cashing/Payday Loan establishments with Percent Black by Census Tract.

Payday loan locations are almost exclusively located on the fringe of predominately Black areas of the City and County.
Economics

Race and Poverty. The percentage of Whites in poverty in the City of Cincinnati has fluctuated between 12 and 15 percent since 1970. Poverty among Blacks in the City has been consistently 20 or 25 percentage points higher than Whites.

Poverty in the United States and Cincinnati by Race
1970 to 2004

**What it is:** This indicator shows the percentage of households with total household income below $10,000 per year.

**Why it matters:** This indicator shows households in extreme poverty. Such extreme poverty is both the cause and effect of a host of social, economic and health privations, including homelessness, low literacy, social isolation, high crime rates, limited employment opportunities and generational poverty.

**What it tells us:** Black households in the City of Cincinnati are much more likely to have incomes below $10,000. Local rates for Blacks are more than twice the rates for Whites.

**Local, National Source:** U.S. Census Bureau, The American Community Survey, http://www.census.gov
### Economics

**Percent Population Living in Poverty**

**What it is:** The percentage of the population living at or below 100 percent of the federal poverty level.

**Why it matters:** The percentage of the population living in poverty is a critical measure of a community’s well-being. People living below the poverty level find it difficult to get ahead and often lack a safety net in the case of an unexpected financial hardship. There is much academic debate about whether current standards for setting poverty thresholds really represent contemporary society since they have not been modified in more than 30 years. In 2007, the poverty level for a family of four was $20,650.

**What it tells us:** Locally, Black poverty rates are more than double White rates. The wide variation across the years 2002-2006 is due, in part, to sampling and the small local sample drawn for Blacks in the City of Cincinnati.

**Local, National Source:** U.S. Census Bureau, The American Community Survey, [http://www.census.gov](http://www.census.gov)

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What it is: Adults ages 16-64 who were either employed (civilian and members of the military) or unemployed (but still actively seeking work) divided by the total population 16-64 years of age, expressed as a percentage.

Why it matters: This indicator shows the percentage of people of working age who are participating in the labor force. Labor force participation is important because it represents the relative size of labor resources available to produce needed goods and services.

What it tells us: Both locally and nationally, Black labor force participation rates are lower than White rates. Local White rates have been in steady decline since 2003.

What it is: The percentage of all businesses, with paid employees, that file payroll taxes where the sole proprietor is Black; or, in the case of firms with multiple owners, where 51 percent or more of stock interest, claims or rights were held by Blacks. Note: This count of businesses does not include publicly held stock whose ownership was indeterminate relative to race.

Why it matters: Successful business owners bring entrepreneurial skills, innovation and resources to their communities.

What it tells us: Black-owned businesses both nationally and locally are a small fraction of all businesses with paid employees. While the percentage of White-owned businesses nationally has clearly declined over the last 10 years, the percentage of White-owned businesses in Cincinnati has held steady. In 1997, the state of Ohio was ranked 10th for the largest number of Black-owned firms (with and without paid employees) in the country.

Economics
Unemployment Rate

What it is: The number of unemployed individuals, ages 16-64, expressed as a percentage of the labor force ages 16-64. Note: Unemployment data do not take into account “discouraged workers,” people who are out of work and have stopped looking for work.

Why it matters: Unemployment reduces a person’s income and ability to support themselves and their family. Sustained unemployment could cause someone to drop out of the labor force. It is very difficult to create a sustainable community with high unemployment.

What it tells us: The local unemployment rate for Blacks is higher than for Whites and is increasing.

What it is: The percentage of the adult population that is “banked,” that is, the percentage of adults who own, alone or jointly, either a checking or savings account.

Why it matters: People who do not have a banking relationship with a traditional financial institution such as a commercial bank or savings and loan are less economically viable and are more likely to use alternative financial providers such as check cashing services and payday lenders.

What it tells us: While the local data exist for only a single point in time, both the trend and the Black-White gap in Financial Assets follow national trends. Blacks in the City of Cincinnati, and nationally, are less likely to own a checking or savings account.

Local Source: 2007 BTC Race Disparities Survey
National Source: U.S. Census Bureau, Survey of Income and Program Participation (SIPP), http://www.census.gov
What it is: Number of housing units occupied by the owner divided by the total number of occupied housing units expressed as a percentage.

Why it matters: Home ownership reinforces stability and asset-building and home owners have a much larger investment in their community, thus building stronger and more stable communities.

What it tells us: Local Black home ownership rates are far below White rates. These race differences are exacerbated by Cincinnati’s long history of low home ownership rates and high rental rates. It is important to note that Cincinnati’s housing stock includes a larger number of apartment buildings and fewer single family homes than similar metro areas.


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What it is: The percentage of conventional home-purchase loan applications received that are denied. Data are not available for the City of Cincinnati. Data reflect the 13-county Cincinnati Metropolitan Statistical Area.

Why it matters: Home ownership is the height of the American Dream. It conveys social and economic standing, supports personal wealth accumulation over time and increases stability in the community.

What it tells us: Both regionally and nationally, the number of applications for conventional home purchases has risen for both races, more than doubling since 2000 for Blacks and going up by over 50 percent for Whites. There has been a reduction for both Whites and Blacks, but refusal rates for Blacks are higher both nationally and regionally.

What it is: The number of individuals younger than 15 or older than 64 (i.e., non-working ages) divided by the number of individuals ages 15 to 64 (i.e., working ages), expressed as a percentage.

Why it matters: This indicator measures the portion of a population who are too young or too old to work. A rising dependency ratio is a concern in many countries that are facing an aging population, since it becomes difficult for pension and Social Security systems to provide for a significantly older, non-working population.

What it tells us: The Dependency Ratio for Blacks and Whites has been declining steadily for decades, with the Black-White gap closing moderately in the last decade.

Local, National Source: U.S. Census Bureau, U.S. Census of Population and Housing, http://www.census.gov (2006 data are from the American Community Survey)
Criminal Justice

Criminal Justice Overview

All available criminal justice indicators show marked differences between the White and Black populations in the City of Cincinnati.

- Blacks are twice as likely to be victims of violent crime.
- The ratio of Cincinnati Blacks to Whites arrested for violent crimes, property crimes, and drug abuse violations is nearly 3 to 1, for adults.
- Juvenile arrest rates show even greater differences than those for adults, with rates for violent crime at 12 to 1, 5 to 1 for drug violations and 3 to 1 for property crime.
- Similarly, the ratio for both adult and juvenile incarceration rates are much higher for Blacks.
- Juvenile Waivers to Adult Court, and the concomitant harsher sentences, are far more likely to occur among Black youth.
- Incarceration rates are higher for Black youth.
- Blacks, driving in the City of Cincinnati, are stopped at a higher rate than Whites.

On the Availability of Criminal Justice Data in the City of Cincinnati

Conviction Rates by race, Average Prison Sentence by race, and Percent of Adults Under Correctional Supervision by race have been unattainable for the City of Cincinnati. Data producers cite either the unavailability of the information in their data systems, or the high cost of programming their data systems to generate such statistics.

According to the U.S. Bureau of Justice Statistics, a Black male has a 1 in 3 chance of going to prison in his lifetime, while a White male has a 1 in 17 chance of going to prison. Therefore, it is imperative that Hamilton County and City of Cincinnati criminal justice organizations develop, document and fully disclose standard measures by race for the City of Cincinnati so that it is possible accurately to assess and monitor race disparities in criminal justice locally.
Criminal Justice

Racial Profiling. Racial profiling is the practice of using racial characteristics to guide policing and security practices by groups such as the police and retail security.

Replicating questions from a 2004 Gallup survey, City of Cincinnati residents were asked: "It has been reported that some police officers or security guards stop people of certain racial or ethnic groups because these officials believe that these groups are more likely than others to commit certain types of crimes. For each of the following situations, please say if you think this practice, known as ‘racial profiling,’ is widespread, or not?"

- “When motorists are stopped on roads and highways”
- “When shoppers in malls or stores are questioned about possible theft.”

Blacks in the City of Cincinnati see racial profiling during investigations of retail theft as being more widespread than during driving stops. Whites in the City of Cincinnati generally see racial profiling as more widespread than Whites is a national sample of adults asked the same questions.
Fear of Crime. City of Cincinnati residents were asked: “Now I’m going to ask about your concern in regard to crime victimization. I’m going to read a list of scenarios and I’d like you to tell me how often you, yourself, worry about them happening...frequently, occasionally, rarely, or never.”

Blacks (25%) are nearly twice as likely as Whites (14%) to worry frequently about having a school-aged child of theirs harmed while attending school.

Only three percent of White residents in the City frequently worry about getting murdered, compared to 17 percent of Blacks.
### Criminal Justice
#### Victimization Rate, Violent Crime

**What it is:** Violent victimization rates (includes: murder, rape, robbery, and assault) for persons age 12 and over by race of the victim per 1,000 population.

**Why it matters:** Victimization Rates show who the victims of crimes are and help to identify trends in who is being targeted by criminals. Crime is largely intra-racial so in the majority of crimes the race of the victim and the perpetrator are the same.

**What it tells us:** Both national and local victimization rates are notably higher for Blacks than Whites, with national rates higher than local rates in both cases.

**Local Source:** Cincinnati Police Department

**National Source:** Bureau of Justice Statistics, National Criminal Victimization Survey

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Criminal Justice
Arrest Rate, Adult

What it is: The number of adults arrested per 100,000 population 18 years of age and older, by type of crime (violent crime, property crime and drug abuse violations).

Why it matters: Arrest rates capture a complex set of processes including criminal activity, police action and population changes.

What it tells us: Obvious disparities exist between arrest rates for Whites and Blacks in the City of Cincinnati for all types of arrests measured in 2006. Blacks in the City of Cincinnati were arrested three and a half times more frequently than Whites for Violent Crime and Drug Abuse Violations and almost twice as often for Property Crimes Violations.

Local Source: Cincinnati Police Department
National Source: Federal Bureau of Investigation, Uniform Crime Reports
What it is: The number of convictions per 1,000 adult alleged offenders.

Why it matters: Criminal conviction is the starting point of possible long-term contact with the entire criminal justice system involving arrest, conviction, incarceration, time in prison, and supervised release (parole and probation).

What it tells us: The data required for this indicator are not currently maintained in the Hamilton County Clerk of Counts systems.
Criminal Justice

Incarceration Rate, Adult

What it is: The number of sentenced adult prisoners under State jurisdiction per 100,000 population age 18 or over. Note for national data: Only prisoners with sentences of over one year are included in incarceration rate calculations.

Why it matters: Incarceration diminishes a person's life chances by disrupting family ties and social contacts and reducing opportunities for later employment.

What it tells us: The Black incarceration rate is nearly 10 times as high as the White incarceration rate. Hamilton County rates mirror closely the comparable national rates.

Local Source: Ohio Department of Rehabilitation and Correction
National Source: Bureau of Justice Statistics, Prisoners 2005
What it is: The average maximum sentence length (in months) imposed by State courts for prison, jail and probation for all adult offenses. Note: these averages exclude life and death sentences and represent sentence length, not time served.

Why it matters: Lengthy prison stays significantly reduce life chances through reduced employability and wages and loss of human capital.

What it tells us: The Hamilton County Clerk of Courts stated that there was too much variation in sentencing (e.g., plea bargains, multiple sentences for multiple charges for the same defender, etc.) for them to report with any degree of accuracy sentences given.

What it is: The percentage of adults (over 18 years of age) under correctional supervision (prison, jail and probation).

Why it matters: The percent of adults under correctional supervision indicates what percent of the population is in some way within the correction system. While under correctional supervision, individuals’ ability to be active members of society can be severely limited.

What it tells us: A complete set of data is not yet available for this indicator. Prison data have been acquired from the State of Ohio Department of Rehabilitation and Correction and was used for Incarceration Rate, Adult in addition to this indicator. Probation data have been acquired from the Hamilton County Probation Office, but are not being used in this report. Jail data from the Hamilton County Sheriff’s department are unavailable. The Sheriff does not have a standard report with the number of inmates by race. In order to calculate this indicator, all three data points are required.
**What it is:** The indicator shows the percentage of all stops, by race and gender, where there was a driver by themselves (about half of all stops) as compared to the percentage of the population of that race and gender.

**Why it matters:** Racial profiling is a controversial policing and security method where groups are targeted for police action based on race or ethnicity. Differential rates of police stops by race can be an indicator disparities in criminal activities or possibly racial profiling by police.

**What it tells us:** The percentage of Black Males that are stopped is much higher than the percentage of the population that is Black and Male. This is also true, although to a lesser extent for White Males. The percentage of traffic stops for Black and White Females is lower than the percentage of the population that each group represents. This data has been collected for a limited number of years, and previous research has shown that data collection in the first several years was incomplete and unreliable.

**Local Source:** City of Cincinnati Police, Contact Card Data
### Criminal Justice: Arrest Rate, Juvenile

**What it is:** The number of juveniles arrested per 100,000 population under 18 by type of crime (violent crime, property crime and drug abuse violations).

**Why it matters:** Arrest rates capture a complex set of processes including criminal activity, police action and population changes.

**What it tells us:** Arrest rates for Cincinnati juveniles are higher among Black youth for all types of arrests measured. In 2006 Black youth were arrested 12 times more frequently for Violent Crime, almost five times more frequently for Drug Abuse Violations and almost three times more often for Property Crimes. The arrest rates for Whites juveniles in the City have declined markedly in the last three years for which data are available.

**Local Source:** Cincinnati Police Department

**National Source:** Federal Bureau of Investigation (FBI), Uniform Crime Reports (UCR)

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#### Drug Abuse Violations

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<td>City of Cincinnati</td>
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<tr>
<td>Black</td>
<td>716</td>
<td>514</td>
<td>627</td>
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<td>799</td>
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<td>White</td>
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<td>323</td>
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<td>313</td>
<td>332</td>
<td>342</td>
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<tr>
<td>White</td>
<td>214</td>
<td>228</td>
<td>228</td>
<td>232</td>
<td>230</td>
<td>227</td>
<td>225</td>
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</table>
**What it is:** The percentage of convictions in relationship to alleged juvenile offenders (ages 10-17). In the juvenile system, convictions are called adjudications, meaning that there was a judicial determination that a juvenile is responsible for the delinquency or status offense charged.

**Why it matters:** Judicial determination of delinquency is the starting point for possible long-term contact with the entire criminal justice system.

**What it tells us:** The local juvenile conviction rate is notably higher than national rates. Local rates have gone down slightly and there is no statistically significant difference between Black and White juvenile conviction rates. However, it is important to note that, locally, over 2,000 more Black juveniles are charged than Whites.

**Local Source:** Hamilton County Juvenile Court
**National Source:** National Center for Juvenile Justice, National Juvenile Court Data Archive, http://ojjdp.ncjrs.org/ojstatbb/ezajcs/
Criminal Justice
Incarceration Rate, Juvenile

What it is: The percentage of juveniles charged who were admitted to correctional facilities.

Why it matters: Incarceration diminishes a person's life chances by disrupting family ties and social contacts and reducing opportunities for later employment.

What it tells us: In the City, Black juveniles have been incarcerated at rates consistently higher than Whites although both White and Black rates of incarceration are going down.

Local Source: Hamilton County Juvenile Court
**What it is:** The percentage of juveniles charged with a crime who spent six or twelve months in a Department of Youth Services (DYS) facility.

**Why it matters:** Longer juvenile sentence lengths remove juveniles from possible positive peer relations while increasing the chances of developing harmful peer relations. Incarceration also interrupts the normal education process, exacerbating undesirable educational and economic outcomes.

**What it tells us:** A larger percentage of Black juveniles serve six and twelve month sentences at DYS.

**Local Source:** Hamilton County Juvenile Court
**Criminal Justice**

**Juvenile Waivers to Adult Court**

**What it is:** The number of juveniles, 10-17 years old, waived to the adult court system per 100,000 juvenile population charged with any juvenile crime. In Cincinnati, since 2002, a new law mandates that, once a juvenile is sent to the adult system, he or she must always be tried in adult court.

**Why it matters:** Juvenile Court has greater discretion in viewing evidence, sentencing guidelines and rehabilitation efforts. While juveniles in adult court are granted the same rights as adults, they also are more likely to receive harsher sentences than they would in Juvenile Court.

**What it tells us:** Black juveniles are far more likely to be waived to the adult court system in the City of Cincinnati.

**Local Source:** Hamilton County Juvenile Court

**National Source:** National Center for Juvenile Justice, National Juvenile Court Data Archive, http://ojjdp.ncjrs.org/ojstatbb/ezajcs/

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**Graphs and Tables:**

- **Rates:**
  - City of Cincinnati
    - Black: 1010, 919, 1020, 950, 825, 1582, 1168, 1238
    - White: 363, 413, 351, 144, 83, 411, 332, 273
  - United States
    - Black: 637, 752, 812, 741, 728
    - White: 361, 372, 452, 439, 447

- **Counts:**
  - City of Cincinnati
    - Black: 41, 37, 28, 34, 30, 61, 46, 45
    - White: 6, 6, 5, 2, 1, 5, 4, 3

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**Race Disparity**

- **No Change**
## Advisory Group

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization/Position</th>
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</thead>
<tbody>
<tr>
<td>Carol N. Aquino*</td>
<td>United Way of Greater Cincinnati</td>
</tr>
<tr>
<td>Richard S. Biehl</td>
<td>Community Police Partnering Center</td>
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<tr>
<td>Ernest &quot;Tahlib&quot; Britton</td>
<td>National Underground Railroad Freedom Center</td>
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<tr>
<td>Rev. Gregory O. Chandler, Sr.</td>
<td>President of AMOS</td>
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<tr>
<td>Tony Dellacave*</td>
<td>Cincinnati Bell</td>
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<tr>
<td>Ellen Gilligan*</td>
<td>The Greater Cincinnati Foundation</td>
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<tr>
<td>Mark Godden, Ph.D.</td>
<td>University of Cincinnati – Education Administration</td>
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<tr>
<td>Melvin Gravely, Ph.D.</td>
<td>Cincinnati USA Regional Chamber</td>
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<tr>
<td>Terry Grundy*</td>
<td>United Way of Greater Cincinnati</td>
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<tr>
<td>Robert &quot;Chip&quot; Harrod, Esq.</td>
<td>BRIDGES for a Just Community</td>
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<tr>
<td>Jane Keller</td>
<td>Cincinnati Youth Collaborative</td>
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<tr>
<td>Robert Killins*</td>
<td>The Procter &amp; Gamble Company</td>
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<td>Ross Love*</td>
<td>Blue Chip Enterprises</td>
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<td>Rev. Damon Lynch, J r.</td>
<td>New Jerusalem Baptist Church</td>
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<tr>
<td>Cheryl Meadows</td>
<td>Cincinnati Human Relations Commission</td>
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<td>LaJuana Miller</td>
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<td>Deborah Robb</td>
<td>Port of Greater Cincinnati Development Authority</td>
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<tr>
<td>Jeffrey Timberlake, Ph.D.</td>
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<td>Mark Carrozza</td>
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<td></td>
<td>Jennifer Chubinski</td>
</tr>
<tr>
<td></td>
<td>Institute for Policy Research/UWGC Community Research Collaborative</td>
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* Planning Committee