



TULSA EQUALITY INDICATORS



Measuring change toward
greater equality in Tulsa



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Tulsa
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This report was prepared by the Community Service Council in partnership with the City of Tulsa. The full Tulsa Equality Indicators 2021 Annual Report is available online at tulsaei.org.

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

LETTER FROM GT BYNUM, MAYOR, CITY OF TULSA

Dear Tulsans,

Since the City of Tulsa released its first Equality Indicators report in 2018, the report has become a tool that Tulsans from every sector and part of the City use to advocate for change, focus resources, and drive decision making. This report is a consistent example of our city's commitment to use data to inform our policies, practices and programs. One example from this year is our creation of the Tulsa Authority for Economic Opportunity, which is in direct response to data on economic opportunity that shows persistent racial disparities.



This year's report is being released as we come to the end of the second year of a global pandemic that has impacted every aspect of our lives. Given the lag in data available at the time, last year's report was not able to reflect pandemic realities. In our 2021 report, we are able to show some pandemic realities with 30% of indicators reflecting data that were collected in 2020 or 2021. In addition to the Equality Indicators report, we will also be releasing results from a survey our office conducted in the spring to understand the impact of Covid-19 on our diverse communities. These two reports will give us quantitative and qualitative data to help us understand what we need to do going forward. Tulsa, like many other cities during the pandemic, has seen some inequities widen due to structural and historic factors, and others shrink due to timely and targeted relief efforts. Overall Tulsa has improved its Equality Score since 2018 but we have much more work to do to ensure that every Tulsan, no matter their race, ethnicity, zip code or other identity, has an opportunity for a long, healthy life.

And lastly, while this report includes 54 indicators across a variety of topics, the data contained within these pages is just a piece of the picture. Every day our nonprofit organizations, local businesses, faith-based institutions, and government staff are making Tulsa a better place with their actions. It is the selfless, creative, tireless efforts they do each day to address the disparities in this report that are creating a more equitable Tulsa. To learn more about the concrete actions taking place in Tulsa, I encourage Tulsans to read the Data for Action Resource Guide, an accompaniment to the Equality Indicators report, highlighting 39 local leaders and their work.



A LOOK BACK OVER THE PAST YEAR SINCE THE RELEASE OF THE 2020 REPORT

CONFRONTING HISTORIC RACISM

- After extensive historical research and ground scanning, the City of Tulsa conducted an excavation of Oaklawn Cemetery in search of evidence of mass graves from the 1921 Race Massacre. The technical experts will report their findings and recommend next steps in the coming months.
- The Greenwood Art Project, funded by Bloomberg Philanthropies Public Art Challenge, was officially unveiled in May. Over 60 local artists commissioned through the project created 30 works of art celebrating the resilience, healing, and recovery of the Greenwood community in the aftermath of the 1921 Race Massacre.
- Greenwood Rising Black Wall Street History Center opened in August. The Center is a world-class history center that honors the legacy and future of Black Wall Street, by memorializing the victims of the massacre and creating a space for community dialogue for truth, healing and reconciliation.

ECONOMIC OPPORTUNITY

- The City merged several economic development entities including the Mayor's Office of Economic Development, Tulsa Industrial Authority, Tulsa Parking Authority, Tulsa Development Authority, and the Economic Development Commission, into one new authority: the Tulsa Authority for Economic Opportunity (TAEO). TAEO will advance equality of opportunity in all parts of our city.
- The City funded the Greenwood Entrepreneurship Incubator at Moton providing seed funding for the physical transformation of the building and a 15-week TEDC accelerator course for entrepreneur cohorts. In addition, 36 Degrees North opened one of the largest tech-focused incubators in the country on the fifth floor of City Hall – already achieving a 76% occupancy rate compared to 30% nationwide for incubators in their first year.
- The City began the RFP process and search for a team to facilitate the creation of a plan for the redevelopment of the Evans-Fintube site. The area is a former industrial facility and the redevelopment will transform the site into a mixed-use destination district on the eastern edge of the Greenwood District. Developers will be selected after an extensive community engagement process by the end of 2021.
- In partnership with the Cities for Financial Empowerment Fund and Goodwill Industries of Tulsa, the City launched the Tulsa Financial Empowerment Center (FEC) to offer free financial counseling as a public service to all Tulsans. To date, 160 clients have been served and nearly 500 sessions have been conducted. The FEC will be integrated with eviction prevention programs and also support small business owners and entrepreneurs.
- The City launched the Mayor's Pay Equity Pledge in partnership with the Mayor's Commission on the Status of Women to highlight Tulsa employers who are committed to closing the gender wage gap. Nearly 40 Tulsa businesses have signed the pledge.
- In August 2021, the City of Tulsa launched a 12-month master plan process that will create a vision and framework for redevelopment of three distinct publicly-owned sites, totaling 56 acres of land in the Kirkpatrick Heights/Greenwood area of North Tulsa. The Master Plan is being overseen by an 11-member leadership committee of North Tulsa leaders who have committed years to this part of our city and will be responsible for helping to guide and shape the entire process from kick-off to implementation.
- Both of Tulsa's newest Main Street programs achieved milestones in 2021. The Historic Greenwood District Main Street is focused on preserving the historical Black entrepreneur prowess of Greenwood by fostering and promoting Black entrepreneurs and business owners. In October 2021, they hired their first Executive Director. The Tulsa Global District, located in the heart of East Tulsa, is focused on ensuring the Global District becomes a destination for inclusive economic opportunity and a model for celebrating cultural diversity. In 2021, they received their 501c3 status.

HOUSING

- The City of Tulsa partnered with Restore Hope Ministries to offer rent and utility assistance to Tulsa residents struggling financially because of the pandemic. The program has distributed more than \$21 million in rental and utility assistance to more than 4,600 households and 2,500 landlords.

- In its first year, the Affordable Housing Trust Fund Committee has recommended funding for 14 projects in the areas of housing development, homebuyer assistance, landlord incentives and rental assistance.
- In March 2021, TAE0 launched the Gold Star Landlord Program, a free and voluntary program that provides landlords and property managers with rewards and incentives for engaging in the best rental practices. Currently, there are 21 Gold Star Landlords with over 1,000 rental properties throughout the City of Tulsa.
- The Tulsa Police Department's Bike & River Patrol Unit partnered with homeless outreach workers from Family & Children's Services, Mental Health Association of Oklahoma and Housing Solutions to connect individuals to housing and social services. They have assisted with multiple camp cleanups throughout the year.

JUSTICE

- The City contracted with the nonprofit firm CNA to work with local community co-researchers to complete a participatory evaluation of Tulsa's community policing efforts. The evaluation team conducted a city-wide survey, hosted three focus groups, interviewed 50 stakeholders, hosted two hybrid community listening sessions, and reviewed Tulsa Police Department materials. A report with actionable recommendations will be shared with the City by the end of 2021.
- Tulsa Police Department created three Community Advisory Boards (CABs), one for each patrol division. The CABs are written into departmental policy, and members were selected in coordination with the Crime Prevention Network. The CABs serve to provide a public review of the police department's new or updated policies and advise on best practices for crime reduction and trust-building. There are currently 21 members across all three CABs.
- The Tulsa Fire Department and Tulsa Police Department expanded the Community Response Team (CRT) to five days a week. Each team consists of a police officer, a firefighter and a mental health counselor from Family & Children's Services. These teams assist people experiencing a mental health crisis and connect them with the resources they need for a healthy recovery.
- The City embedded a counselor from Family & Children's Services' COPES program in the City's 9-1-1 Center to help people experiencing a mental health crisis access immediate expert assistance on the phone before a Community Response Team arrives.
- The Tulsa Police Department continues to divert individuals from jail to the Tulsa Sobering Center, averaging 80 participants per month.

PUBLIC HEALTH

- The City broke ground on the new Veterans Hospital in Tulsa, a public-private partnership among the Veterans Administration, OSU Medical Center, the City of Tulsa, Tulsa County, the State of Oklahoma and Tulsa's philanthropic community to build out a campus that will increase access to quality care for the thousands of veterans in Northeast Oklahoma.
- A new grocery store was opened in North Tulsa called Oasis Fresh Market. The 16,245 square-foot grocery store offers a demonstration kitchen, a community multi-purpose room, and hosts community events.
- The Mayor's Office of Resilience and Equity launched the Tulsa Youth Mental Health and Family Resilience Commission with 13 cross-sector representatives to make recommendations on how Tulsa can improve youth mental health in Tulsa.
- The Latinx Covid Outreach Committee, a partnership with the Tulsa Health Department (THD), the Hispanic Latinx Commission, and Tulsa's Birth Through Eight Strategy, conducted outreach to Latinx-owned businesses, helped THD translate materials, hosted nine Spanish language community conversations on Facebook with over 20,000 views, and worked with THD to create a Spanish language webpage about Covid-19 called Mi Salud.
- Tulsa was one of five cities selected by the New American Economy to administer surveys to better understand the disproportionate effect of COVID-19 on communities of color and immigrants, and to gather insights on how they perceive municipal efforts for community inclusion and belonging during COVID-19.

SERVICES

- The City subsidized internet to 2,400 households with public school students and Tulsa Housing Authority residents who lacked internet at home. This project was funded through Coronavirus Relief Funds and was made possible through navigators at Tulsa Responds and Cox Communications.
- The Workforce Express Network Bus Route launched in fall 2020 and is designed to link North Tulsans to quality paying jobs at companies along the route such as Amazon, Greenheck, Navistar, Spirit Aerosystems, Whirlpool, Port of Catoosa, and others. The bus route could help create \$3 million per year in wages and benefits with an additional economic impact of \$21 million for North Tulsa.

EXECUTIVE SUMMARY



THE TULSA EQUALITY INDICATORS 2021 ANNUAL REPORT is Tulsa's fourth annual data report in the Equality Indicators series designed to measure and track the level of inequality in the areas of economic opportunity, education, housing, justice, public health and services in Tulsa. This report, like the previous three, was produced through the joint efforts of the City of Tulsa Mayor's Office of Resilience and Equity and the Community Service Council, using the Equality Indicators tool and methodology created in 2015 by the City University of New York Institute for State and Local Governance.

The purpose of the Tulsa Equality Indicators report is to inform community leaders, institutions and residents about some of the most important disparities that persistently and negatively impact life for groups of Tulsans, and to help focus public policy and innovative solutions that will lead toward more equitable opportunities and outcomes for all Tulsans.

SUMMARY OF 2021 SCORES

In 2021, Tulsa scored 39.20 out of 100 based on levels of equality measured across 54 indicators. Among the six themes, Services, for the first time, scores the highest at 41.56, followed very closely by Housing and Public Health tied at 41.44. Education falls from its highest scoring spot last year to a score of 40.44 in 2021. Economic Opportunity scores 39.56, followed by Justice, the lowest scoring theme, at 30.78.

Tulsa's 2021 equality score of 39.20 represents a slight decline from 2020, but an improvement since 2018, meaning that overall, Tulsa is moving toward greater equality. Over the past four years, Tulsa has shown improvement in four of the six themes – Economic Opportunity, Education, Public Health and Services – while scores for both Housing and Justice themes have declined.

Indicators with the largest increase since 2018 include "Internet Access by Race," "Business Ownership by Gender," "Dropping Out by Income," "Mentally Unhealthy Days by Income," "Housing Complaints by Geography," and "Bus Stop Concentration by Geography." "Homelessness by Veteran Status" still remains the highest scoring indicator with a score of 74. "Business Ownership by Gender" holds the second highest indicator score at 71, followed by "Health Insurance by Race" at 69. Improvement in "Evictions by Race" elevates it to the position of fourth highest indicator with a score of 66, while "Internet Access by Race" rounds out the top five indicators with a 2021 score of 64.

There have also been areas that have seen large decreases since 2018, including "Child Abuse and Neglect by Comparison to National Average," "Third Grade Reading Proficiency by Income," "Business Ownership by Race," "Juvenile Arrests by Race," "Homelessness by Disability Status," and "Youth Homelessness by Race." The lowest scoring indicators include "Payday Loans and Banks by Geography" and "Food Deserts by Geography," which continue to score a 1. "Housing Cost Burden by Income" and "Rent Burden by Income" are among the lowest scoring indicators, with scores of 13 and 17, respectively. "Emergency Teacher Certification by Geography," with a score of 15 – its lowest score over the four years of Tulsa Equality Indicators – completes the list of the bottom five indicators in 2021.



A NOTE ABOUT THE IMPACT OF COVID-19 PANDEMIC ON THE DATA

The Tulsa Equality Indicators 2021 Annual Report primarily measures outcomes and opportunities in a pre-COVID Tulsa. This is due to the unavoidable lag time inherent in using annual data collected by outside entities. Sixteen of the 54 indicators, however, reflect conditions during the COVID-19 pandemic. These indicators are: "Payday Loans and Banks by Geography," "School Suspensions by Race," "Emergency Teacher Certification by Geography," "Third Grade Reading Proficiency by Income," "Youth Homelessness by Race," "Homelessness by Veteran Status," "Homelessness by Disability Status," "Evictions by Race," "Housing Complaints by Geography," "Domestic Violence Calls to 911 by Geography," "VA Appointment Wait Times by Comparison to National Average," "Food Deserts by Geography," "Government Representation by Race," "Neighborhood and Homeowner Associations by Geography," "Voter Turnout by Geography," and "Bus Stops by Geography." Three indicators associated with accountability in the Education theme – "Chronic Absenteeism by Race," "Postsecondary Opportunities Participation by English Proficiency" and "School Report Card Scores by Income" – were not measured during the 2019-20 school year because of a waiver granted by the U.S. Department of Education in response to COVID's extraordinary impact on school functioning and participation.

REPLACEMENT INDICATORS

Each year, opportunities may arise to access better or more accurate data to measure inequality for a given indicator. Any changes in indicators are carefully considered after a review of available data and consultation with subject matter experts. When changes to indicators are made, adjustments are also made to data and scores of affected indicators, topics, themes and the city for all prior years. In 2021, three indicators, all occurring in the Economic Opportunities theme, are being changed: "Business Ownership by Gender," "Business Ownership by Race" and "Commute Time by Geography" take the place of "Business Executives by Gender," "Business Executives by Race" and "Existing Jobs by Geography."

The first two changes arise from an opportunity to focus more specifically on business ownership than on a particular role within a business. We found that the definition used for "business executive" in the original data source did not adequately represent the intent of indicators "Business Executives by Gender" and "Business Executives by Race." The label "business executive" referred to each business's contact person, regardless of their position, in the Reference USA database. Use of data from the U.S. Census Bureau's American Community Survey enables us to instead target a comparison of individuals who own their own incorporated or unincorporated business, by gender and by race. This focus better aligns with original concerns about disparity expressed by Tulsans.

The third change involves refinement in addressing the issue of availability and accessibility of jobs. This change was requested by economic development staff with the Tulsa Authority for Economic Opportunity (TAEO) given the role zoning plays in the growth of primary employment centers, and the impact major, highly dense employment centers such as Downtown have on distorting job concentration. As an alternative, TAEO staff recommended focusing on ease of access to jobs rather than job location, which resulted in identification of the new indicator "Commute Time by Geography" allowing comparison of length of time spent commuting for people living in different regions of Tulsa. In addition to reflecting disparities in physical proximity to job opportunities, this revision will also shed light on the impact of limited personal transportation options and/or limited public transit options for workers.

ADDITIONAL RESOURCES: *Tulsa Equality Indicators Data for Action Resource Guide*

Released along with the 2021 report is a **Data for Action Resource Guide**, a compendium of highlights and resources from the six-month learning series hosted from January to June of 2021. In that series, each of the six themes was explored each month through a deep dive of the data, and a discussion with content experts and leaders in the field related to each theme. A monthly newsletter accompanied the series, along with blog posts by a diverse group of guest writers. We encourage Tulsans to read through the **Data for Action Resource Guide available at csctulsa.org/equality-indicators-community** to learn about the many programs, services and policies that are taking place in Tulsa to address disparities found in the report.

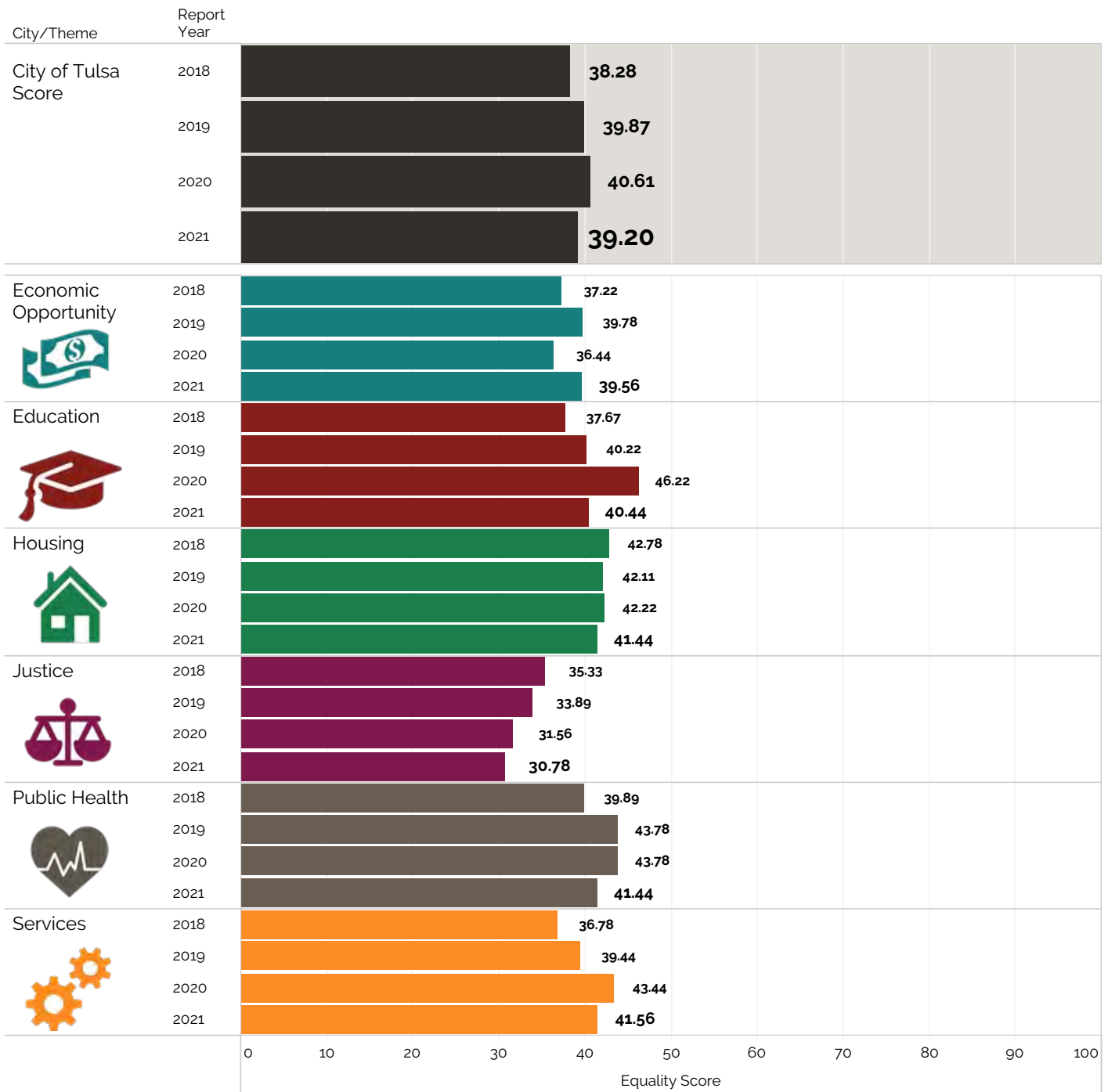
SCORES



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

SUMMARY OF CITY AND THEME SCORES

Tulsa's 2021 equality score of 39.20 represents a slight decline from 2020, but an improvement since 2018, meaning that overall, Tulsa is moving toward greater equality.





CITY SCORES and CHANGE SCORE

2021 City Score:
39.20

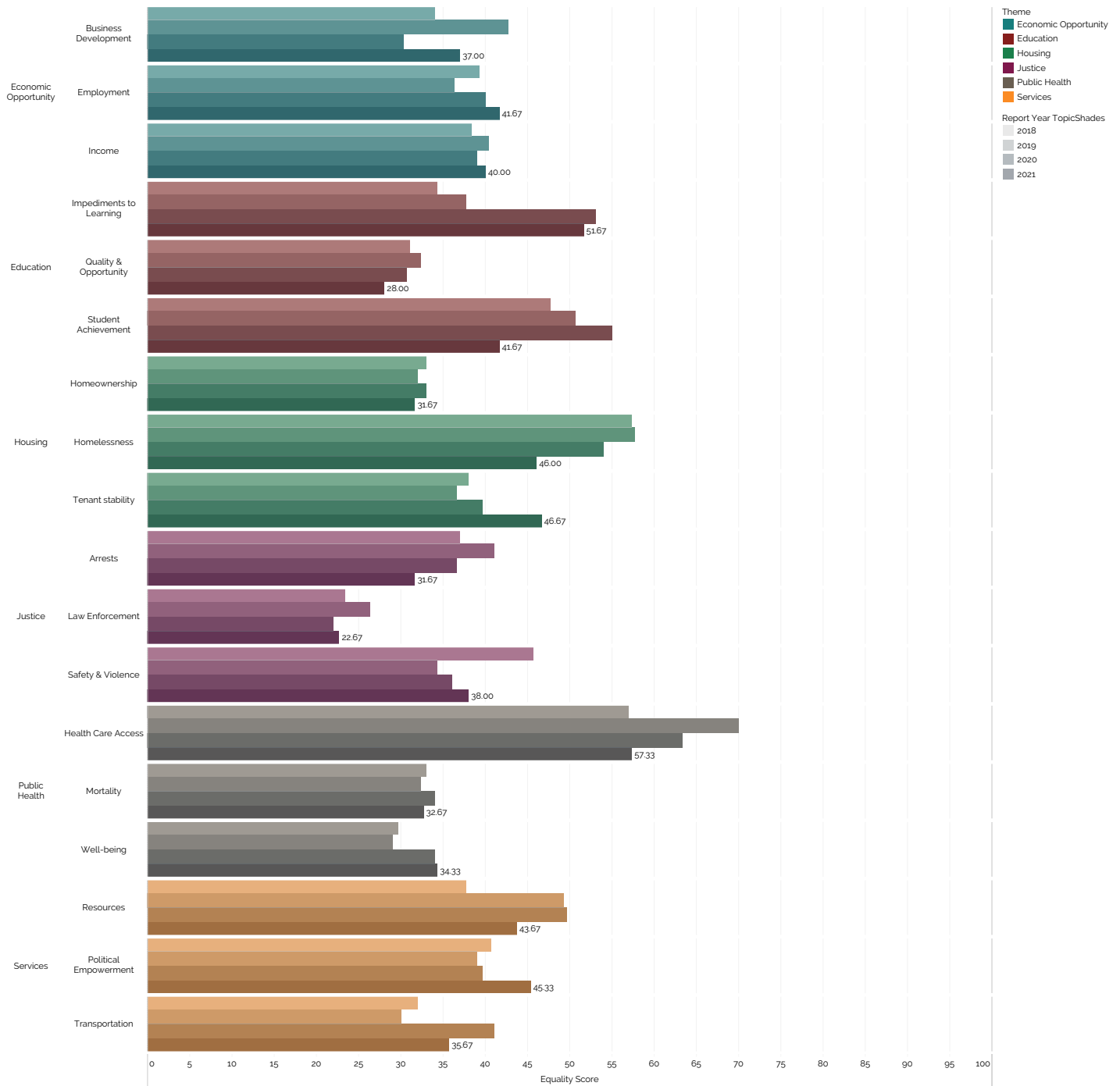
2020 City Score:
40.61

2020 City Score:
39.87

2019 City Score:
38.28

Change Score 2018 to 2021: **+.93**

TOPIC SCORES

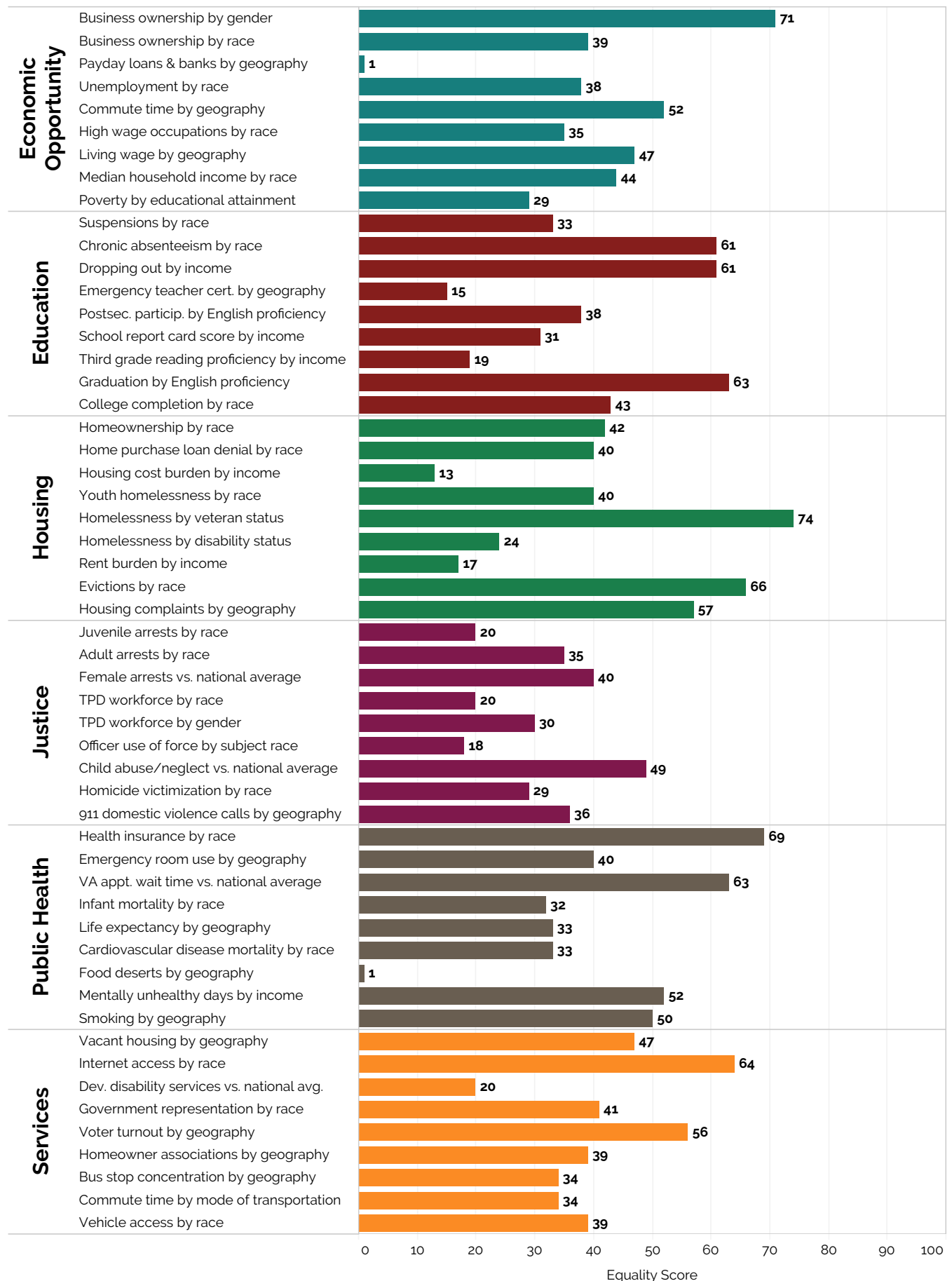


Average of Static Score and average of Static Score for each Report Year TopicShades broken down by Theme and Topic. For pane Average of Static Score: Color shows details about Theme. The marks are labeled by average of 2020 Score. For pane Average of Static Score (2): Color shows details about Report Year TopicShades.



INDICATOR SCORES

For details, sources and analysis on each individual indicator, please visit tulsa.ei.org.

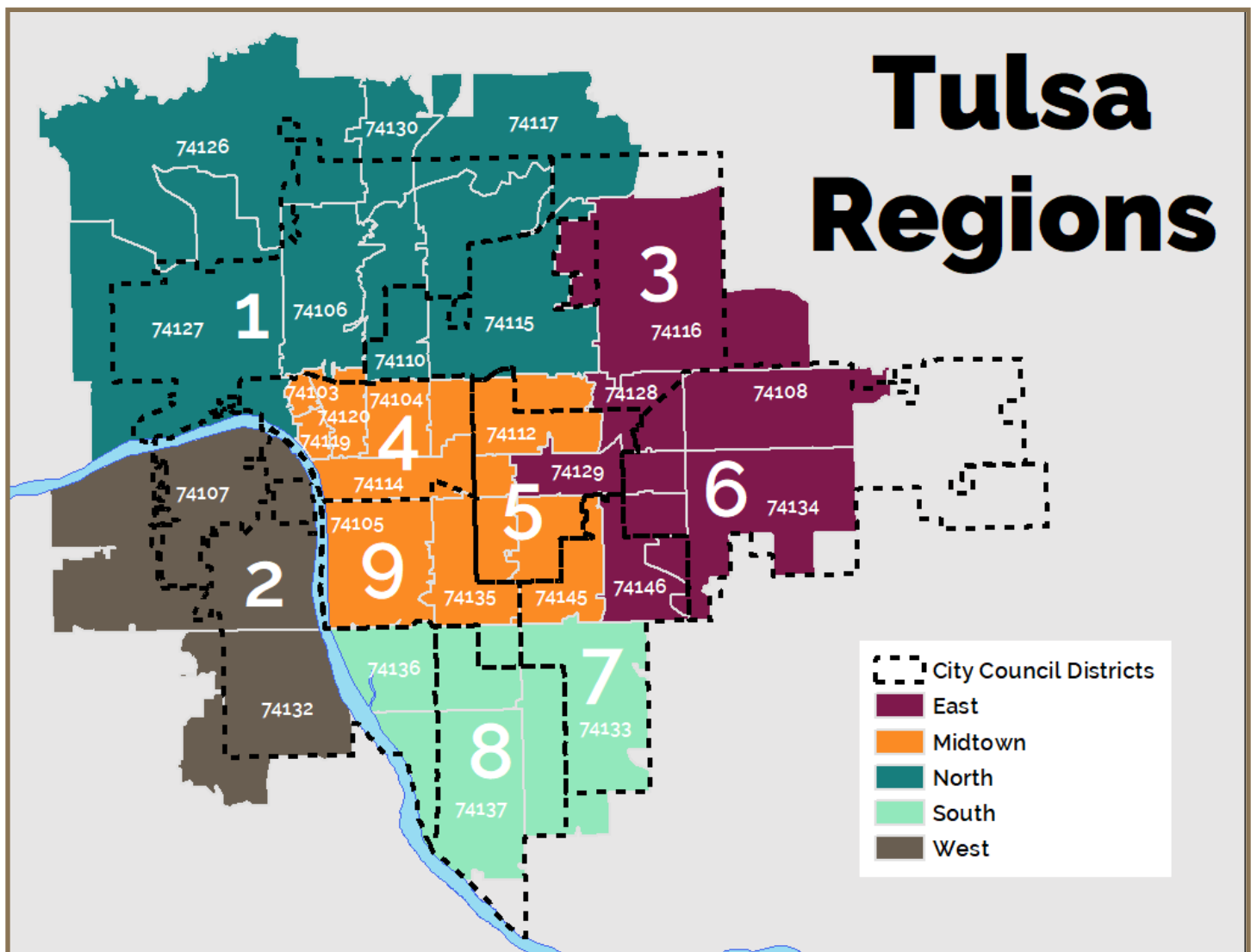


APPENDIX A

REGION PROFILES

View full profiles for the regions of Tulsa at csctulsa.org/equality-indicators-regions

REGION	ZIP CODES	2015-19 POPULATION
East Tulsa	74108, 74116, 74128, 74129, 74134, 74146	76,465
Midtown Tulsa	74103, 74104, 74105, 74112, 74114, 74119, 74120, 74135, 74145	122,926
North Tulsa	74106, 74110, 74115, 74117, 74126, 74127, 74130	84,133
South Tulsa	74133, 74136, 74137	105,871
West Tulsa	74107, 74132	29,161



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