

**A Racial Justice and Black Reconstruction Agenda  
for Boston, Massachusetts**

**The NAACP - Boston Branch**

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## Preface

This Report was commissioned by the NAACP – Boston Branch to both assess the state of racial inequalities in Boston but also to highlight the strategies and actions needed to move the entire City forward in terms of racial and economic justice. Dr. Jennings especially acknowledges the assistance of Ashley E. Harding with collection and editing of information.

In addition to the ongoing groundwork of the The NAACP Boston Branch involving community-based organizations, elected officials, the private sector, and government, expertise testimony and hard data are utilized to highlight themes associated with race and power in Boston. There is also acknowledgement about the history and lessons of struggle on behalf of racial justice in this City and throughout the Nation to inform this Report.

Black inequalities and how COVID-19 exposed and exacerbated such inequalities is not confined to Boston or Massachusetts, of course. An earlier report by McKinsey and Company, *COVID-19: Investing in black lives and livelihoods* (April 2020) documented this unfolding reality across the nation. So, while key actions and recommendations discussed in this Report focus on Black life in Boston and Massachusetts it is clear that this is part of a national racial and social justice crisis touching everyone, and the very future of the nation. Further, there are many local and state initiatives undertaken which resonate with this Report's findings and call for actions. For example, the Massachusetts Black and Latino Legislative Caucus has called for a *10 Point Plan* to reform police practices inimical to the well-being of Black and Latinx people, and really everyone.<sup>1</sup> The Black Economic Council of Massachusetts (BECMA) and other organizations have released some very specific proposals to strengthen and expand Black businesses.<sup>2</sup> The Black Mass Coalition, consisting of BECMA, Boston Ujima Project, City Life/Vida Urbana, Families for Justice as Healing, King Boston, North Americana Indian Center of Boston, and Young Abolitionists also issued a report: *Black Mass Coalition – Blueprint for a New World* (June 22, 2020) with important proposals. Also, since 2017 a network of housing and civil rights advocates have been meeting with City officials to conduct an assessment of furthering fair housing in Boston and how to ensure that the Fair Housing Act of 1968, enacted after the assassination of Martin Luther King, Jr., is fully respected and implemented in Boston.<sup>3</sup> Here too, some of the goals of this assessment are part of the key actions recommended in this Report.

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<sup>1</sup> See, <https://www.mablacklatinocaucus.com/our-work/mbllc-and-other-elected-officials-of-color-call-for-reforms-in-the-wake-of-anti-police-brutality-protests>

<sup>2</sup> See, STATEMENT REGARDING WGBH ARTICLE ON THE STATEWIDE DECLINE OF BLACK BUSINESS SHARE OF PUBLIC CONTRACTS (February 15, 2020).

<sup>3</sup> See, *Assessment of Fair Housing – Affirmatively Furthering Fair Housing in Boston, Massachusetts: Process, Findings and Goals, June 2019 Plan*; can be accessed at Charles Hamilton Houston Institute for Race and Justice, Harvard University: <https://charleshamiltonhouston.org>

The Steering Committee for this project decided that it would cover some broad areas with key themes and actions, including: economic development and opportunity; housing justice; education; environmental and climate justice; health; criminal justice and public safety; political action and civic engagement. It is hoped that this Report can serve as part of a foundation to build coalitional efforts in moving closer towards social justice and racial equity for Boston and Massachusetts. The Black community's call for racial justice is mirrored in what other communities of color also call for on behalf of justice for their own communities. Therefore, we hope the Report serves to strengthen and expand strategic, political, and civic bridges with the Latinx and Asian communities in Boston and Massachusetts.

## Executive Summary

*A Racial Justice and Black Reconstruction Agenda for Boston, Massachusetts* is an assessment of the state of racial inequality in Boston, Massachusetts, as well as identification of opportunities for key actions to challenge continuing and intensifying inequalities in the Black community.

Two fundamental realities are reflected in this Report. First, Boston is riddled and impacted by continuous racial inequality in our City and this crisis has become more exacerbated as we witness the impacts of COVID-19 and the latest round of police killings of Black people across the country. A recent *Boston Globe* series exposed that there are many sectors in Boston life including education, health, and media institutions which still reflect entrenched racial segregation and propaganda to bolster racial disparities. On building effective responses to this kind of situation we also must acknowledge a second reality- the Black community reflects enormous, not yet fully tapped, social and economic resources and resiliency that are critical for the effectiveness and impact of strategic, political, and policy actions.

The two realities have a long history in the Black community's struggle to conquer racial inequalities. Much earlier but still relevant for explaining these realities we note that W.E.B. Du Bois' *Black Reconstruction in America* (1935) presented rich examples of the Black community not only fighting racial inequality and racial hierarchy during and after the Civil War period. But he also showed that a Black agenda could also enhance the economic capacity of poor Whites and serve to expand the democratization of U.S. society. Very important furthermore, Dr. Du Bois reminded the nation and the world that Blacks in America have always insisted on speaking for themselves and in their own voices. Even some of our allies have forgotten this, at times suggesting what is best for Black people to do. *Racial Justice and Black Reconstruction Agenda for Boston* is a reminder that as we continue to insist on full equality it will be on the basis of *full equality*. Our voices will come from within and at the same time used to empower other communities, and to expand our democracy and the reach of social justice.

Planning for this Report started in the Winter of 2019, a few months prior to the onslaught of the Coronavirus crisis (COVID-19) and the exposing of pre-existing racial fault lines in the city for Blacks and other communities of color. The NAACP-Boston Branch then organized a Racial Justice 2020 Summit on May 2, 2020 to develop short and long-range strategic solutions based on hard data and Black experiences. Thirty-five experts, mostly Black persons, participated in workshops in the areas of Economic Development and Opportunity; Housing Justice; Education; Environmental and Climate Justice; Health; Criminal Justice and Public Safety; and Political Action and Civic Engagement. Each session was facilitated by individuals

who are leading voices in these areas.<sup>4</sup> These sessions were informed by a Background Data Brief compiled by James Jennings, Professor Emeritus at Tufts University, based on the latest census data pertaining to the areas above.

Each section of the Report begins with hard data showing various facets of racial inequality and under the label, ‘what does the data show.’ The list of data points is arbitrary to a certain extent, but collectively provide a summary of facets of racial inequality within the area of focus. This is followed by the key themes and observations presented and discussed by facilitators and panelists, and audience members at the Racial Justice Summit 2020 town hall meeting, attended by more than 200 participants. Generally, the discussion at each session was framed by five key questions raised in the context of continuing racial inequality and the COVID-19 crisis:

- What is the state of racial inequality and inequity in the areas identified by the NAACP Boston Branch? And what kinds of data should be collected to continue monitoring racial inequality in your area?
- Are there specific strategies, policies, or initiatives that have been helpful to challenge and rectify racial inequality or its impacts on the past, or currently?
- How is COVID-19 both reflecting and impacting racial inequality in your area?
- What are specific strategies, policies and programmatic initiatives that can be adopted in the short-run in response to COVID-19? And what are the long-range strategies, policies or initiatives that can point to lasting impact in reducing or eliminating racial inequality and inequity in your pillar area?
- What kinds of resources and assets might be tapped in the Black community for strategies and initiatives aimed at the impacts of COVID-19?

These questions provided a framework for identifying major themes, critical concerns and key actions discussed by the participants.<sup>5</sup> The Report also indicates where the primary space for adoption and implementation of the key goals should be placed; that is, actions where government and/or the private sector must be pressured to adopt and implement the actions; and actions that must be community-led on the basis of organization and applying political pressure to government and the private sector. In summary and by the sections cited above, the action steps include:

### Economic Development

- *Major losses in wealth require immediate and ample assistance to Black businesses in the form of capital and grants. Provide crisis-based income and economic resources to individuals, families, and hard-hit communities; insist that PILOTs be tapped fully for this purpose. This*

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<sup>4</sup> See Appendix A for the list of facilitators for the Racial Justice Summit Town Hall.

<sup>5</sup>The key actions reported in this study reflect the recommendations of the NAACP-Boston Branch and not necessarily the individual opinions of the 35 experts participating in the Racial Justice Summit Town Hall.

*includes the frontline workers who are poorly paid but essential in work to ensure the safety of all residents.*

- *Individuals and families should be relieved of overburdening and extensive debt making it difficult if not impossible to grow wealth in the Black community through temporary suspension of certain kinds of debts and provided with financial literacy.*
- *The banking system must be reformed in terms of strong adoption of racial equity lens; one way of making this happen is for the Mayor to appoint members to the Responsible Banking Ordinance Commission established by the City Council in the last mayoral administration.*
- *Provide major investments in closing the digital divide to create accessibility for online commerce, educational opportunities, and economic investment.*
- *Strengthen the enforcement and monitoring of established diversity goals, and levy consequences on private organizations or corporations which continually operate with investments and labor force not reflective of Boston's racial and ethnic diversity.*
- *In utilizing a racial equity lens as a foundation and assessment of economic development strategies rely on data drilled by race and location at the census tract or block group level.*
- *Expand supports and technical assistance to small Black businesses.*
- *Focus on closing the continuing racial unemployment gap.*
- *Conduct a periodic survey of the city's MBE (and also WBE) sector in terms of the business sectors, locations, size, profitability and number of employees.*

### Housing Justice

- *Fully use HUD's "Section 3" Guidelines to connect housing with local business development and hiring local residents.*
- *Until a comprehensive assessment of housing needs in Roxbury is conducted, and with significant community involvement, a temporary moratorium on all development activities in Roxbury that have to do with the (a) disposition of land, owned or held by the City of Boston (BPDA and DND). Evictions throughout the City should be reviewed within a racial equity framework to ensure that Black and Latinx residents are not bearing the brunt of displacement. The moratorium on evictions should be extended until COVID-19 is fully under control.*
- *Calculations of housing affordability should be based on the City-wide median household income or the median household income for Roxbury, whichever is lower, as the basis for the calculation of affordable housing scales.*
- *Expand and support tenant organizing investor-owned buildings to reduce displacement based on real estate speculative activities.*

- *Expand community education regarding opportunities for current and future homeowners and provide current information about homebuyer assistance, repair and weatherization loans and grants, property tax deferral for long-time owner-occupants.*
- *Ensure that a considerable amount of the housing stock is not part of the speculative market.*
- *Push for expansion of the community land trusts.*
- *Use zoning tools to minimize displacement.*
- *Expand the utilization of racial equity tools in meaningful, and impactful, ways.*
- *Review tax policies to ensure that these are consistent with preventing displacement.*
- *Advocate for enforceable community standards.*
- *Make real estate activity data publicly available.*
- *Train and empower residents regarding data and how to use it*
- *Place the current and future assessments of fair housing back into the oversight of the Boston Fair Housing Commission.*

## Education

- *BPS should adopt a required and non-graded course for all middle-school students focusing basic scientific information about the coronavirus pandemic and how it has impacted on the Black community and other communities of color*
- *Boston public schools which do not reflect the racial, ethnic, and linguistic diversity of its student bodies in terms of administrators and teachers should be reviewed in terms of outreach, recruitment, and retention practices*
- *Policies and practices aimed at engaging potential Black teachers (recruitment and retention) should be established, expanded, and monitored.*
- *Black boys and young men are in dire need for positive mentoring, beginning with elementary school and high school, and importantly also in higher education.*
- *Cultural competence must be multi-faceted and comprehensive: teachers must be culturally competent; and pedagogy and teaching materials must reflect cultural strengths and resources of Black and Brown students.*
- *Selected schools in the BPS should establish sister-relationships with schools in other parts of the world, especially with countries in the Caribbean and Africa.*

- *The Boston School Committee should conduct a rapid response and assessment study of COVID-19 impacts on students, parents/grandparents, and teachers and staff. This can be done through focus groups as a research tool.*
- *The Boston School Committee should establish a Commission to examine patterns of in and out of school suspensions by race, ethnicity, linguistic, special education, and nativity status over the last 5 years.*
- *Parents and grandparents must be supported in becoming active learning partners with their children and teachers.*
- *Admission policies and practices for the exam high schools should be adopted to ensure that do not disadvantage students who have been schooled through elementary and middle schools in the BPS system.*

#### Environmental and Climate Justice

- *Greater attention must be directed on systematic data collection related to health and impacts of air and traffic pollution; data must be collected by race and ethnicity and also based on where people reside and work.*
- *Public transportation must become more affordable for low-income travelers, many of whom represents Boston's essential workers; there should be discounted fares for low income travelers.*
- *There must be a raising of climate justice consciousness among Black and Brown youth from early stages.*
- *Public contracts associated with greening buildings must be awarded based on aggressive job commitments and training opportunities to residents in Black and Brown communities on the part of bidding companies.*
- *Initiatives to increase voter registration and political education should be prioritized.*
- *The City should designate plots of vacant land to establish community land trusts devoted to developing local food justice strategies and systems.*

#### Health

- *The health equity assessment announced by Mayor Martin J. Walsh should be applied to all city departments in terms of their practices in implementing extant policies and how such contributes or minimizes impact on racial equity.*
- *Data about race, ethnicity and language must be collected and drilled to census tracts, and not stop at the zip code level.*



- *Community health centers should organize public campaigns for individuals to check on each other, their friends, neighbors, and families in terms of everyday needs.*
- *Community health centers must be given resources to hire and train significant numbers of community health workers.*
- *Approach evictions and housing insecurity as a public health challenge.*
- *Consider how public housing residents may have different needs than others in the same community in response to public health crisis and pandemics.*
- *Review accessibility and quality of health services available to persons in jails and prisons to be conducted by the state's Department of Public Health, empowered by the Governor and Massachusetts legislature.*
- *Political leadership must consider how to hold the MBTA more accountable in ensuring that public transportation is clean, accessible, and affordable for all neighborhoods.*
- *Ensure that all Boston public schools have immediate and substantive access to a range of health services for students and their families.*

#### Criminal Justice and Public Safety

- *Criminal justice policies and practices must be designed on the basis of equity.*
- *A strong civilian review board with full legal power to investigate allegations of police misconduct must be established.*
- *The collection and publication of data related to the criminal justice systems based on race, ethnicity, immigration, and linguistic status is imperative.*
- *Establish clear standards to prevent abuse and misconduct on the part of police officials; institute de-certification for errant police behavior.*
- *The BPD must be de-militarized and resulting funds should be used for social justice initiatives. Further, the proposition of qualified immunity for police officers should be radically reformed, or re-examined as possibly unconstitutional in light of due process of victims of police brutality (see, Jamison v. McClendon, August 4, 2020).*
- *Place a cap of police overtime, currently approximately \$66 million per year. The cap should not be higher than 10% of the total police budget.*

## Political Action and Civic Engagement

- *Political leadership should coalesce around coalition-based agendas aimed at challenging public policy, or proposing public policy, in terms of the well-being of the Black community and other communities of color.*
- *Elected officials should be presented with an agenda of policy changes for which they should be held accountable at re-election time.*
- *There should be a commitment by a coalition of organizations to push and increase significantly Black voter registration (and also, Get Out the Vote).*
- *MBK-Boston must become an empowered and fully-resourced base for examining and responding to the needs of young Black and Latinx males and females.*
- *Victories have to be lifted, explained and celebrated on a community wide basis.*
- *Youth (and others) should be involved in historic preservation struggles as a way to raise community consciousness.*
- *Black-led and community-based organizations should strategize about how to meet periodically to discuss, or debate, common objectives and strategies aimed at enhancing Black civic life in Boston.*

These recommendations are discussed fully in the Report and framed by data and the community and expertise deliberations described above.

The Report includes an Appendix A: Facilitators and Panelists for the Racial Justice 2020 Summit. Appendix B: Black Boston – Demographic Context includes 42 tables, graphs and maps describing the Black community based on the latest census data. Appendix C: Sources of Data and Information for Assessing Racial Inequality describes the specific census sources utilized, and Appendix D: Online and Other Sources for Research and Government Reports is a list of some documents utilized or highlighted during the Racial Justice 2020 Summit.

Boston and the nation have witnessed the explosion of two pandemics, one a virus that has exposed racial and ethnic fault lines, and the other with a longer history, beatings and killings of Black and Latinx people on the part of local police forces across the country. And while many have become involved in trying to ensure that we do move forward on a plane of racial and social justice, there is already pushback. People in powerful positions, decision-makers involved in discussions and debates regarding on how to move forward can just fall back and rely on the earlier mindset that sustained racism, quietly and not so quietly. While paying allegiance to BLM, for example, the adoption of a racial equity lens in policies, legislation, public agency practices, private sector actions/inactions, academic research is sometimes paid but lip-service.

As but one recent example of the latter is the decision to cut down trees along the historic Melnea Cass Blvd in Roxbury. This is one of the few blocks where children, families and

residents can see numerous trees aligning a major street in this neighborhood. Yet the decision has been made to cut a substantial number of trees without adequate input or consideration of the needs of residents. In not using a racial equity lens the decision ignores that Black and Latinx residents have far less access to greenery than do many White residents.<sup>6</sup> It also ignores quite boldly the ‘racial equity framing’ adopted and described by the Mayor of Boston in January 2019.<sup>7</sup>

Others are more open with the pushback at the national and local levels. For example, there has been a growing realization that local police forces in many places have evolved into occupation forces due to their militarization and also the actions of individual racist police officials. Part of this realization is that for too long and in too many instances fellow police officers witnessing brutality and killings have remain quiet. While some legislative progress has been developing in Massachusetts to correct part of this scenario by eliminating qualified immunity and other reforms there is now major pushback from some police unions.<sup>8</sup>

We offer this Report as part of a framework for insisting and sustaining the pursuit of social and racial justice in the face of such pushbacks, and a call for networking and building coalitions across racial and ethnic lines on behalf of racial economic justice in Boston. We believe that this Report, along with the efforts of many others, can be foundational towards of moving Boston closer towards racial and economic justice for Black people and all people.

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<sup>6</sup> See, Dwaigh Tyndal and David Meshoulam, “Trees along Melnea Cass Boulevard are testament to power of local voices” *Letters: The Boston Globe*, August 27, 2020; also see, Brad Plumer and Nadja Popovich, “How Decades of Racist Housing Policy Left Neighborhoods Sweltering”, *The New York Times* (August 24, 2020).

<sup>7</sup> See, EXECUTIVE ORDER OF MAYOR MARTIN J. WALSH, An Executive Order Relative to Racial Equity and Leadership (January 2019): “Racial Equity Framing is an intentional and transparent approach used to explicitly identify structural and institutional racism and their effects and build a shared...understanding of the social context and history of racial inequities. Racial equity framing is necessary in preventing the progression and reconstruction of inequities through the use of tools and language to provide structure for planning and processes that advance racial equity.” Also see, See, EXECUTIVE ORDER OF MAYOR MARTIN J. WALSH: *An Executive Order Declaring Racism an Emergency and Public Health Crisis in the City of Boston* (June 12, 2020).

<sup>8</sup> See, Tomiko Brown-Nagin, “Equal justice requires lawmakers reform qualified immunity for police” *The Boston Globe* (Updated August 13, 2020); also see an important legal development: a federal judge in Mississippi called for the abolition of qualified immunity as unconstitutional and an abuse of police powers (*Jamison v. McClendon*, filed on August 4, 2020).

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## Introduction

The purpose of this Report is to present an assessment of the state of race in Boston, Massachusetts, but also to propose key actions to challenge continuing and intensifying inequalities that are pervasive in communities of color. The NAACP Boston Branch has offered a *Racial Justice and Black Reconstruction* agenda and recommendations for actions based on the processes outlined below. Many of the recommendations proposed in this document have been reiterated by other organizations seeking progressive change towards social and economic, and educational justice and equity in Boston. The NAACP Boston Branch also issued a report card in 2017 outlining how Boston could become a more racially just City. The recommendations also reflect Boston's reports and the Mayor's Executive Orders regarding racial equity.

The themes and action items outlined in this Report have legislative, policy and programmatic implications that organizations must flush out. They are aimed at city government and its leadership, foundation leadership, but also actions to be undertaken by the Black community. We hope this document serves as a clarion call for sharing information and data especially in consideration of potential collaborative strategies. The mutual sharing of resources and support will be necessary for a Black reconstruction agenda to succeed on the basis of racial justice for everyone. We believe that this report may be one foundational step towards accomplishing the goal of moving Boston closer towards racial and economic justice for Blacks and everyone.

Planning for this Report started in the Winter of 2019, a few months prior to the onslaught of the Coronavirus crisis (COVID-19) and the exposing of pre-existing racial fault line in the city for Blacks and other communities of color. Focus is on exacerbated inequalities in the areas of: economic development and opportunity; housing, health; quality of the environment; education; and criminal justice systems.<sup>10</sup> These inequalities also highlight the critical importance of political and civic activism that have traditionally been sustained and led by Black community members. The Report is informed by and grounded in history, the latest census data, and continuing racial inequality, and the devastating impacts of the coronavirus crisis on Black communities. It is also based on deliberations and input by experts involved with improving the quality of Black life in Boston; and strategies to challenge racial inequality in this city.<sup>11</sup>

The NAACP-Boston Branch organized Racial Justice 2020 Summit on May 26, 2020 to explore continuing racial inequality in Boston, but also to develop strategic solutions based on hard data and Black experiences. The workshops included Economic Development and Opportunity; Housing Justice; Education; Environmental and Climate Justice; Health; Criminal Justice and Public Safety; and Political Action and Civic Engagement.

The sentiment above was captured in all the Racial Justice 2020 workshops, but especially reflected in an observation made in the Housing Justice workshop:

“The overwhelming sentiment that permeated throughout this Roundtable was that there will be no “going back to normal” once the COVID-19 pandemic is over. Black people

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<sup>10</sup> A reporter for the *Boston Globe* (April 7, 2020), Marcela Garcia, described COVID-19 as a “great revealer” regarding long-existing inequality in Boston.

<sup>11</sup> See Appendix D for a list of some reports and publications that helped to inform the current Report.

were not doing well before the pandemic and face real devastation if we don't act. In fact, the pandemic has only served to further expose just how bad things really are. The past inequities only made this crisis worse. We know what the problems are and need not repeat them. We need solutions that are "out of the box" because where we live is making us sicker due to racism and white privilege. Segregation does not cause poverty. Poverty is rooted in structural racism. We want to stay in our communities but make them better."

Two fundamental realities are reflected in this Report. First, Boston is riddled and impacted by the continuous racial inequality in our city and this crisis has become more exacerbated as we witness the impacts of COVID-19 and the latest round of police killings of Black people across the country. A recent *Boston Globe* series exposed that there are many sectors in Boston life including education, health, and media institutions which still reflect entrenched racial segregation and propaganda to bolster racial disparities.<sup>12</sup> More recently, another *Boston Globe* article showed that the city's public schools remain segregated, and more so than in earlier periods.<sup>13</sup> When we investigate the residential patterns in the city, the effects of earlier periods of segregation are evident. These residential patterns trace back to numerous federal policies where either the adoption *or implementation* of programs and distribution of resources reflected a racial lens.<sup>14</sup>

*Appendix C: Sources of Data and Information for Assessing Racial Inequality* includes data showing racial inequality in Boston. Here are but a few examples:

- Before the outbreak of COVID-19, the Black unemployment rate (based on latest census data) was more than twice that of the White unemployment rate. The median income for Blacks in Boston is \$42,000 compared to \$98,000 for Whites.

- There are about 130,000 persons in Boston who are impoverished. Blacks and Latinx persons comprise almost two thirds of this entire group. The poverty rate for Black children between the ages of 5 and 14 years is 20%, compared to the rate of White children who are poor, and also 5 to 14 years of age, at 3.6%. The rate for Latinx children is slightly higher than the 20% for Black children).

- There continues to be wide disparities related to race in these subgroups within the Boston Public School system: academic achievement; graduation rates; in/out school suspensions.

- Only 3.6% of all whites in Boston were reported as having a computer, but without an internet subscription; yet, this figure is still four times greater than the access to a computer and internet is within the Blacks community (11.3%).

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<sup>12</sup> *The Boston Globe*, December 10, 2017; see <https://apps.bostonglobe.com/speciallight/boston-racism-image-reality/>

<sup>13</sup> *The Boston Globe*, August 4, 2018.

<sup>14</sup> Katznelson, Ira. *When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-century America*. WW Norton & Company, 2005.



On building effective responses to this kind of situation we also must acknowledge a second reality- the Black community reflects enormous, not yet fully tapped, social and economic resources and resiliency that are critical for the effectiveness and impact of strategic, political, and policy actions. For example, in Roxbury and Mattapan, where most Black people live in Boston, there is an estimated effective buying income of \$1.2 billion (before COVID-19). (See Appendix C). The buying power of a sometimes-disparaged demographic group in many Ivory Tower treatises, female-headed households, in the Roxbury zip code 02121 was reported at \$140 million in 2017!

And an extremely important asset we have more than two thirds of all youth (17 years and under) in Boston, are Black and Latinx. By virtue of demographic force, our youth hold the social and economic future of Boston, in their hands, as they continue to get older. This is a powerful dynamic that has implications for current actions to ensure a better future. To quip Martin Luther King, Jr.: *We are now faced with the fact that tomorrow is today. We are confronted with the fierce urgency of now. In this unfolding conundrum of life and history, there is no such a thing as being too late. This is no time for apathy or complacency. This is a time for vigorous and positive action.* (April 1967).

The two realities just briefly described have a long history in the Black community's struggle to conquer racial inequalities. W.E.B. Du Bois' *Black Reconstruction in America* (1935) presented rich examples of the Black community not only fighting racial inequality and racial hierarchy during and after the Civil War period in their communities, but also enhancing the economic capacity of poor Whites and making significant contributions to the democratization of U.S. society. Dr. Du Bois also reminded the nation and the world that Blacks in America have always insisted on speaking for themselves and in their own voices.

Political, business, educational and community leadership must seek to expand and sustain these kinds of resources to improve the social and economic lives of all people in Boston: a healthy Black business sector; a vibrant civic infrastructure; and a youthful diverse population in the context of a rapidly White aging population are key to the city's overall economic development. This Report is aimed at challenging racial inequality, but also taking positive advantage of our resilience and community assets and resources.

This urgency was not part of the *Reopening Plan* issued by the Governor of Massachusetts on May 18, 2020. The Reopening Plan is a document outlining the phases for the opening of institutions and use of public space. But the Black community must have a more comprehensive reopening plan, not seeking to return racial normalcy, but to challenge racial hierarchy and building Black community empowerment.

## *Overview*

The next sections of this Report summarize the community conversations, Racial Justice Summit Town Hall discussions, and data collected for each of the seven workshops referred to above. The NAACP-Boston Branch appointed a Steering Committee to help design the methodology, planning meetings and forums. (See Appendix A for a list of Steering Committee members,

Facilitators and Panelists). Data and information for each section is based on review of census data including the American Community Survey 2014-2018 5 Year Estimates, and the American Community Survey 2014-2018 Public Use Microdata Samples. Government and research reports were also reviewed to consider findings and recommendations germane to the current report. (See Appendix D for the web links to these latter reports).

The processes for collecting and analyzing datapoints included a Racial Justice Summit virtual townhall meeting where facilitators engaged panelists in discussions about the impact of inequality in the context of COVID-19 but also short-range and long-range strategies that should be considered and adopted by the Black community in Boston. The methodology for collecting data and information included input from people with professional and research expertise in these same areas.

Each section begins with hard data showing various facets of racial inequality and under the label, ‘what does the data show’. The list of particular data points is arbitrary to a certain extent, but collectively provide a summary of the facets of racial inequality within the area of focus. This is followed by the key themes and observations presented and discussed by facilitators and panelists, and audience members at the Racial Justice Summit 2020. Generally, the discussion at each session was framed by five key questions raised in the context of continuing racial inequality and the COVID-19 crisis:

- What is the state of racial inequality and inequity in the areas identified by the NAACP Boston Branch? And, what kinds of data should be collected to continue monitoring racial inequality in your area?
- Are there specific strategies, policies, or initiatives that have been helpful to challenge and rectify racial inequality or its impacts on the past, or currently?
- How is COVID-19 both reflecting and impacting racial inequality in your area?
- What are specific strategies, policies and programmatic initiatives that can be adopted in the short-run in response to COVID-19? And what are the long-range strategies, policies or initiatives that can point to lasting impact in reducing or eliminating racial inequality and inequity in your pillar area?
- What kinds of resources and assets might be tapped in the black community for strategies and initiatives aimed at the impacts of COVID-19?

These questions provided a framework for identifying major themes and critical concerns discussed by the participants. It also reflects the feedback from participants in the workshop discussions.

Each section also includes a brief description of key actions that the NAACP-Boston Branch will be presenting to the Black community for further consideration. Some of these key actions will require legislative and administrative responses on the part of Boston; others can be facilitated with partnerships with foundations; and others are aimed at triggering, facilitating, and sustaining Black political mobilization in Boston on behalf of equality for all people.

## Economic Development and Opportunity

*What does the data show?*<sup>15</sup>

- Before the outbreak of COVID-19, the Black male (16-64 years) unemployment rate was more than twice (13.2%) compared to White males (not Latinx), at 5.6%. This ratio is similar to the unemployment rates for Black females (9.5%), compared to White females (not Latinx), at 3.8%.
- The median income of Blacks (in 2018 inflation-adjusted dollars) was reported at \$42,175 compared to \$98,342 for Whites (not Latinx). The Black per capita income, or aggregate income divided by all Black persons is \$24,225, compared to \$63,053 for Whites who are not Latinx.
- There are about 129,880 persons who are impoverished based on federal poverty thresholds in Boston. Blacks comprise 30.4% of all persons who are living in poverty in this City, and Latinx persons comprise 31% of all impoverished persons. Black children and infants have a significantly higher chance of being in poverty than White children who not Latinx.
- The Black poverty rate for children 5 to 14 years of age is 20%, compared to 3.6% for Whites who are not Latinx; the figure for Latinx children in this same age range is 21.6%. Under 5 years, Black poverty rate is: 9.7%; Latinx 9.1%; but for White children who are not Latinx, it is 2.5%; and, for Asian children under 5 years it is 3.3%.
- In 2017, the average effective buying power was considerably less for Roxbury (\$39,670) than for Mattapan (\$46,730) and Dorchester (\$54,069), and much less than for the City of Boston (\$72,523). The median effective buying income, where half of all the households are over a figure, and half below it, was estimated at \$24,876 for Roxbury in 2017, again lower than the other two neighborhoods and the City.
- Significantly higher rates of poverty in the three predominantly Black neighborhoods does not suggest the absence of resources or potential economic power.<sup>16</sup> Roxbury was estimated to have an aggregate effective buying Income of \$829 million compared to Mattapan (\$430 million) and Dorchester (\$2.4 billion).
- Before COVID-19 the median earnings for Blacks who worked full-time, year-round in the last 12 months, was \$41,480. While average wages for Black and White youth (can be Latinx) are generally comparable for ages 18 to 22 years, an enormous gap emerges at

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<sup>15</sup> For all sections in this Report, 'What does the data show' is based primarily on information provided in *Appendix C: Sources of Data and Information for Assessing Racial Inequality*.

ages 23 years and 24 years, where Whites have an advantage of \$11,960 and \$13,282, respectively.

- The buying power of female-headed households is sometimes overlooked as an economic resource. It is noteworthy to share that in the Roxbury zip code of 02119 female-only householders were associated with a buying power of \$121.9 million compared to married-couple householders at \$80.2 million; the gap is more stark in zip code 02121 where it was \$139.8 million compared to \$54.6 million for married-couple householders.
- Approximately 1,715 establishments were reported for Roxbury in 2014, 506 in Mattapan, and 3,164 in Dorchester. These businesses are small, primarily employing between 1 – 4 employees but collectively representing a large workforce and employment base.
- Total aggregate household income for Blacks in Boston is calculated at \$3.7 billion according to the ACS 2014 – 2018 5 Year Estimates.
- While the aggregate net worth for census tracts in Boston where 70% or more of the households are Black, was calculated at \$11.3 billion (including \$2.3 billion in the value of CDs, Savings Bonds, Stocks and Mutual Funds; \$4.4 billion in home equity; \$13.3 billion in aggregate assets; and \$1.9 billion in aggregate debts), obviously this net worth is seriously devastated by COVID-19.
- Before COVID-19, retail sales projected for 2023 in census tracts, where 70% or more of the population is Black, totaled \$587 million. Predominantly Black neighborhoods are in major danger of losing enormous economic resources, unless recuperated in the near future. For example, using GIS to analyze population projections compiled by EASI Analytics and partially based on the Federal Reserve Board's Survey of Consumer Finances (2016), the Mattapan is projected to expend approximately \$253 million in retail sales in 2023; the projected retail expenditures for Roxbury is \$513 million; Residents in Mattapan are projected to expend \$15.6 million in property taxes, and Roxbury, \$29.5 million in 2023.

### *Key Themes*

- Black unemployment has worsened since the outbreak of COVID-19. Previous to this and based on the ACS 2014 – 2018 5 Year Estimates, Black unemployment was more than twice the rate for Whites (who are not Latinx), ages 16 – 64 years.
- Black and Latinx poverty remain major challenges in Boston, especially for youth in these two communities. The rapid concentration of wealth that is centered in traditionally White communities is due in part to the lack of racial diversity among Boston's biggest corporations. Very few corporations have worked in partnership with Black community groups and resources to help develop and sustain economic growth in these communities through employment cultivating stronger Black leadership and workforce opportunities.

- Low-wage workers, recognized as essential workers as a consequence COVID-19, are key to the facilitation of corporate wealth through a range of Service occupations, including hospitality, health services, education/student services, community resources, and the food/service industry. They are the essential workforce in ensuring that elderly in nursing homes are cared for.<sup>17</sup> COVID-19 was especially economically devastating to workers in Service occupations, and Sales and Office occupations. More than half (54.8%) of all Black male and female workers are found in these occupations. And, Black women are found in these occupations at higher rates than Black males. A third (33.5%) of all Black women workers are in Service occupations (compared to 27.7% of all Black male workers), and 29.2% of all Black women are in Sales and office occupations (compared to 19.3% of all Black male workers).
- Economic development strategies must also focus on family, and community-based financial literacy. It is important for individuals to understand basic principles of saving money, but it is also important for the Black community to understand the wealth that it creates, and to grow wealth collectively. Through corporate, non-profit and community based collective educational opportunities, Black communities in Boston can leverage their annual spending power to create a personal savings, purchase real estate, and invest in long-term economic initiatives.
- Black businesses are critical for improving living conditions in Boston. They play a vital role that can no longer remain invisible. As the Black Economic Council of Massachusetts (BECMA) explains: “Black businesses locate in Black neighborhoods, hire Black people, and reinvest in those same communities. This is why it is crucial that we urgently address this issue. Public and private contracts are key to stabilizing small businesses and helping them expand. This allows them to hire more people at better wages with benefits -thus reducing the racial wealth gap...Every public dollar spent should be an investment in our collective future.”<sup>18</sup>
- Political expediency should not guide the narrative to develop effective economic strategies. We must hold our political leaders and national legislators accountable in validating and supporting the longstanding support that Black Americans have lent to the Democratic Party at the state and city levels. Black professionals, teachers, public servants must adopt and reflect a renewed sense of responsibility to the community and strive to change their institutions to adopt a consistent racial equity lens.
- Public policies and strategies must not be based on deficit views of the Black community. Individual wealth in Black communities may be a fraction compared to other racial communities. However, Black community-based resources have enormous potential to

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<sup>17</sup> See Chris Burrell, COVID Made Nursing Home Caregiving A Deadly Occupation; Immigrants And Minorities Bear The Brunt (August 17, 2020), at: <https://www.wgbh.org/news/local-news/2020/08/17/covid-made-nursing-home-caregiving-a-deadly-occupation-immigrants-and-minorities-bear-the-brunt>

<sup>18</sup> Black Economic Council of Massachusetts (BECMA) Press Release, February 15, 2020.

build impressive wealth and should be seen as the catalyst to future Black community investments.

- Lift up our successes; the Black community has a long historical record of economic successes and contemporary successes. An understanding of these successes should be part of the narratives in strategizing for greater economic development and opportunity.

### *Key Actions*<sup>19</sup>

- *Major losses in wealth require immediate and ample assistance to Black businesses in the form of capital and grants. And, provide income to individuals, families, and hard-hit communities; insist that PILOTs be tapped fully for this purpose.*<sup>20</sup> (G)
- *Individuals and families should be relieved of overburdening and extensive debt making it difficult if not impossible to grow wealth in the Black community through temporary suspension of certain kinds of debts. It is also important to build and grow the level of both individual and community-based financial literacy.* According to information collected for the Assessment of Affirmatively Furthering Fair Housing report presented to the City, “A person’s credit history, or lack thereof, can be a major impediment to accessing housing. Relying solely on a credit score for decision making has an adverse impact on recent immigrants and persons of color.”<sup>21</sup> (G & P)

- A report issued by the Federal Reserve Bank of Boston found that “Credit report data reveal large disparities in credit scores, debt collection rates, and other measures of financial distress across cities in Massachusetts and between Boston neighborhoods...about 1 in 3 residents of Roxbury and Mattapan have debt collections on their credit reports, compared to just 5 percent in several higher-income Boston neighborhoods.”<sup>22</sup> This situation contributes to racial inequalities, lack of services and preventions, and a barrier to entry into entrepreneurship and economic freedom between neighborhoods according to the report.

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<sup>19</sup> For all key actions we indicate the primary (but not exclusively) space for adoption and implementation of the recommendations: G = government; P = private sector; C = community-based and led; in some cases foundations are mentioned along with the private sector. The community can include nonprofits, faith-based organizations, Black businesses, and advocacy groups. This does not suggest that action is only associated with the arena indicated, but where organizing in pursuing actions would be prominent.

<sup>20</sup>As noted in the Assessment of Affirmatively Furthering Fair Housing June 2019 report presented to the City, Boston’s Assessing Department reported that about \$25 million was uncollected in agreed upon PILOTs in 2018; some of this money, if collected closer to 100%, would serve as an injection of much needed cash/funding that could be targeted to neighborhood areas who are not fully benefiting from Boston’s development renaissance.

<sup>21</sup> The June 2019 draft assessment report can be accessed at Charles Hamilton Houston Institute for Race and Justice, Harvard University: <https://charleshamiltonhouston.org>; also see, U.S. Department of Housing and Urban Development, “Office of General Counsel Guidance on Application of Fair Housing Act Standards to the Use of Criminal Records by Providers of Housing and Real Estate-Related Transactions”, April 4, 2016. Accessed on June 28, 2017 at [https://portal.hud.gov/hudportal/documents/huddoc?id=HUD\\_OGCGuidAppFHASandCR.pdf](https://portal.hud.gov/hudportal/documents/huddoc?id=HUD_OGCGuidAppFHASandCR.pdf).

<sup>22</sup> Anmol Chaddha, *The Concentration of Financial Disadvantage: Debt Collections and Credit Report Data in Massachusetts Cities and Boston Neighborhoods*, Federal Reserve Bank of Boston (June 27, 2018), p.3

- *The banking system must be reformed in terms of strong adoption of racial equity lens; one way of making this happen is for the Mayor to appoint members to the Responsible Banking Ordinance Commission established by the City Council in the last mayoral administration.* This Ordinance requires yearly reports on the part of banking institutions about activities and actions taken by census tracts that may be contributing to housing discrimination. A Commission within the City's Collector-Treasurer Office is to be appointed to collect this information and report its findings annually to ensure that residents are not being unfairly displaced or burdened with housing costs.<sup>23</sup> This Ordinance requires yearly reports on the part of banking institutions about activities and actions taken by census tracts that may be contributing to housing discrimination.<sup>24</sup> (G)
- *Provide major investments in closing the digital divide to create accessibility for online commerce, educational opportunities, and economic investment. Also, the City should be pushed to use its control over cable licensing and internet access to ensure that private and public companies focus on closing the digital divide.* This should be a major focus of the City, as well as foundations in terms of ensuring that everyone has access to reliable hardware, software, training in understanding the relevant technology, and reliable internet access.
- *Strengthen the enforcement and monitoring of established diversity goals, and levy consequences on private organizations or corporations which continually operate with investments and labor force not reflective of Boston's racial and ethnic diversity.* Expand the use of bonus bidding points to award city contracts to developers whose proposals include joint venturing with MBEs. (G & P & C)
- *In utilizing a racial equity lens as a foundation and assessment of economic development strategies rely on data drilled by race and location at the census tract or block group level.* While Boston has declared racism a public health crisis and taken steps to review policies and programs through a racial equity lens, how data is collected and at what levels becomes very important. Collection and reporting of data exclusively at the neighborhood or tract level can obscure inequities that are more localized than at these levels. (G)
- *Expand supports and technical assistance to small Black businesses.* Areas like Nubian Square and others that have been devastated by COVID-19, and historical and structural racism, should be designated for targeted economic strategies and infusion of government funding. Approaching such areas could highlight how current local and state financial resources will be utilized in ways that grow the number and capacity of local businesses, enhance worker rights, and pay, and connect economic development to community building- initiatives.

- Reviewing zoning regulations with the aim of making regulations more clear

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<sup>23</sup> See, *An Ordinance Amending The Municipal Banking Commission And Providing For Responsible Banking Practices In The City Of Boston*, 2013

<sup>24</sup> See, *An Ordinance Amending The Municipal Banking Commission And Providing For Responsible Banking Practices In The City Of Boston*, 2013

and logical to smaller Black and Brown businesses should be part of this action. Zoning may not be fully supportive of the well-being of these businesses, or to entrepreneurs with creative ideas for starting new kinds of businesses. For example, based on a survey of businesses in the Bowdoin Geneva Main Streets the former director Anh Nguyen reported that “The community is oversaturated with barbershops and hair salons because they are zoned “as-of-right” limiting the economic opportunities for [a wider range of business types] ...Landlords refuse to change the use and actively advertise for barbershop and hair salon tenants, even if that means four barbershops and salons will be in the same row. The tenants do not have the capital nor language proficiency to navigate bureaucratic zoning changes.”<sup>25</sup> (G)

- *Focus on closing the continuing racial unemployment gap.* Even controlling for schooling level, occupation, age, and gender, the unemployment gap changed little over the years. The City should prioritize closing this racial gap. Some ways this could happen immediately:
  - an agency or department should be assigned to publicize the types and numbers of jobs that will be in demand; this agency and department should work closely with BPS must ensure that all high school graduates have basic skills necessary to find immediate employment after graduation, whether students intend to attend post-secondary schools, or not; part of this effort includes making all high school graduates aware of immediate job opportunities and the skills required. This is actually a vocational technical education model that has proven successful in many instances.
  - seek foundation support to retain the Trotter Institute or other academic entities that are part of the Black community and with a history of working in the Black community to conduct a segmentation analysis of local Black and Latinx unemployment showing characteristics, trends and patterns; this could include a survey of Black and Latinx unemployed persons, as well as discouraged unemployed persons in order to better design effective strategies to reduce the racial employment gap; this analysis should include focus groups to ensure capturing the voices of unemployed persons. (G & P)
- *Conduct a periodic survey of the city’s MBEs (and also WBEs) sector in terms of the business sectors, locations, size, profitability and number of employees, and very importantly, who actually own these businesses.* We are not suggesting a disparity study since there is an ongoing one, but rather a straightforward, reader-friendly survey that can be conducted periodically. It was reported that as a result of COVID-19 the nation has witnessed the closing of 41% of minority businesses. We must know precisely what the losses have been in Boston. Although Boston is trying to improve its earlier disappointing

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<sup>25</sup> Anh Nguyen, Former Executive Director, Bowdoin-Geneva Main Streets, [https://docs.google.com/document/d/16LaSvmNZyikMIBipNKqetqMw8TzKqaNGCneJwfRMrhE/edit?skip\\_itp2\\_check=true](https://docs.google.com/document/d/16LaSvmNZyikMIBipNKqetqMw8TzKqaNGCneJwfRMrhE/edit?skip_itp2_check=true)



record in expanding the number and size of contracts going to MBEs, it is an uphill battle. A periodic, on the ground survey can be a useful tool; it would include information about employees retained in terms of race and ethnicity; education attainment, and where they live. This would improve vastly data that is obtained from sources such as *InfoUSA* and similar marketing companies. (G & C)

## Housing Justice

*What does the data show?*

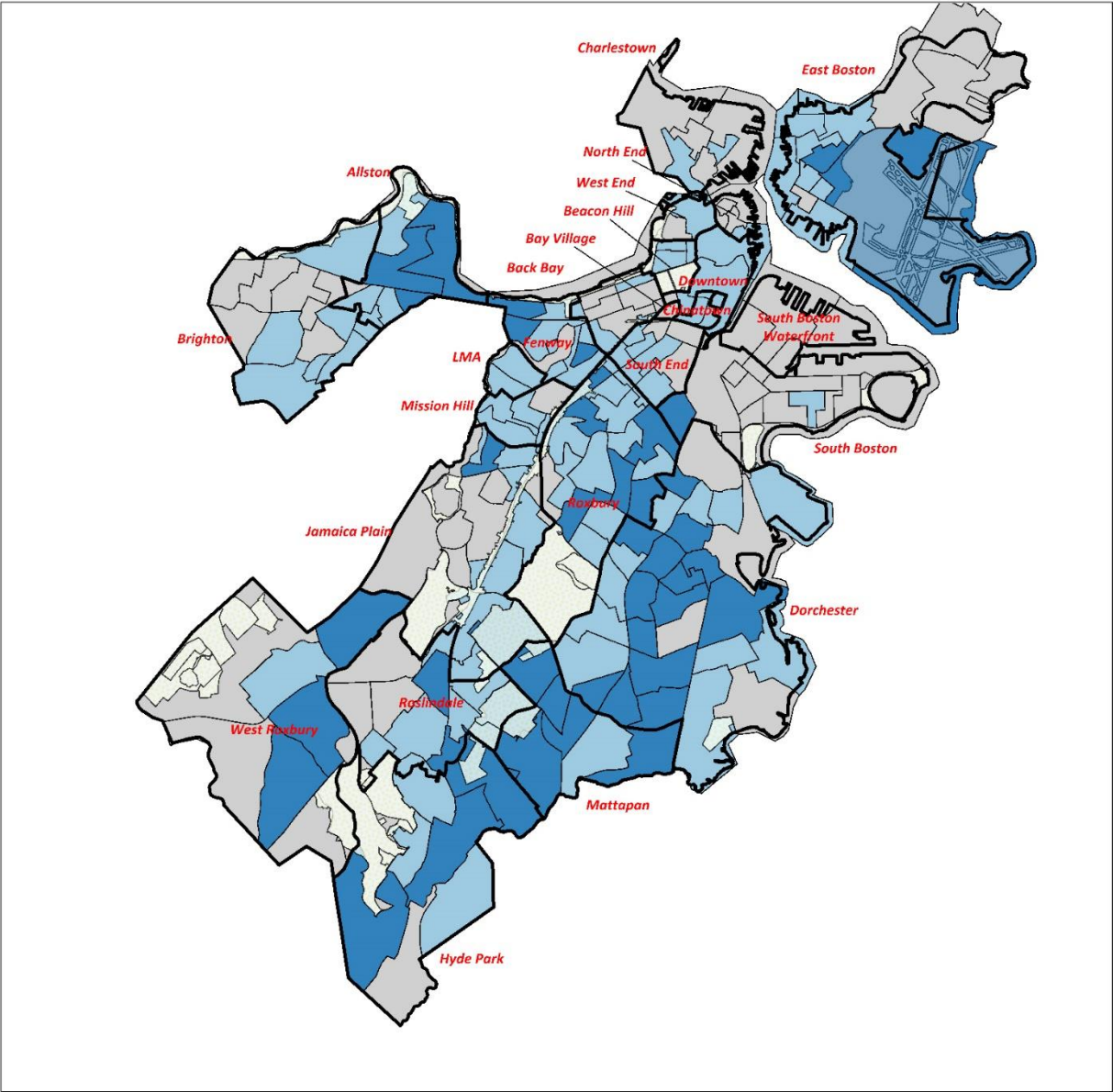
- Blacks continue to show relatively low homeownership rates compared to Whites who are not Latinx. Only 29.7% of Blacks live in owner-occupied housing, compared to 44.5% of all Whites who are not Latinx.
- Black households (not including Latinx households) pay a greater proportion of income on gross rent than Whites (not including Latinx households) renters. While 15.7% of all Black households pay 50% or higher of their income on rent, the figure for Whites is 8.9%.<sup>26</sup>

The next map suggests that very high proportions of households which pay 50% or more of income for gross rent are associated with, though not exclusively, with areas of Boston that are predominantly Black.

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<sup>26</sup> Generally, these kinds of racial differences in the gross rent as percentage of household income is also reflected in “monthly owner costs”. See, [https://factfinder.census.gov/help/en/selected\\_monthly\\_owner\\_costs.htm](https://factfinder.census.gov/help/en/selected_monthly_owner_costs.htm): “Selected monthly owner costs are calculated from the sum of payment for mortgages, real estate taxes, various insurances, utilities, fuels, mobile home costs, and condominium fees...This item is used to measure housing affordability and excessive shelter costs...”

Map 1: Proportion of Households Paying 50% or More Income in Gross Rent



Proportion of HH Paying 50% or More Income in Gross Rent  
by Tracts and Neighborhoods ACS 2014 - 2018

- Between 0 and a Fifth of all HH
- Between a Fifth and a Third of all HH
- One Third or More of All HH

- Blacks are facing increasing vulnerability and displacement in some parts of Boston. This has been documented in numerous reports, see *Boston 2030 Update*, also the *Assessment of Fair Housing – Affirmatively Furthering Fair Housing in Boston, Massachusetts: Process, Findings and Goals, June 2019 Plan*.<sup>27</sup>
- Data in the Economic Development and Opportunity section of this report indicate wide racial disparities in median income levels. These racial gaps suggest that the use of the Area Median Income to determine housing affordability is flawed in terms of the housing well-being for Blacks and other people of color. As noted in the draft report, *Assessment of Fair Housing – Affirmatively Furthering Fair Housing in Boston, Massachusetts: Process, Findings and Goals, June 2019*: using the AMI “is not representative because each neighborhood in Boston has its own and separate median income [it] so cannot accurately define real affordability for any community. Neighborhood Median Income (NMI) or Boston Median Income (BMI), depending on which is lower, would be more relevant and reflective of real affordability.”
- Boston is working towards adoption of a comprehensive assessment of fair housing plan, and should complete this process as soon as possible. Such an assessment is key for responding to the challenges described throughout this Report. Working with the City a group of housing advocates have developed a plan with a strong racial equity focus; see, *Assessment of Fair Housing Affirmatively Furthering Fair Housing in Boston, Massachusetts: Process, Findings and Goals June 2019*.<sup>28</sup>
- Many organizations in the Black community have proposed strategies and ideas in the area of housing justice and within an interlinked framework for housing, economic community development, and sustainability. According to one study sponsored by The Hyams Foundation strategies have included: enhancing the ability of current and long-time residents to remain in place; fostering and supporting democratic participation and community control over land use; preserving and expanding the stock of social housing, including creating opportunities for wealth-building through non-speculative homeownership; designing development and city improvement to benefit the community of long-time residents and avoid their displacement as part of comprehensive local economic development; recognizing, supporting, and growing locally-based economic activity; and increasing data availability and tracking of real estate activity.<sup>29</sup>

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<sup>27</sup> Report available at: Charles Hamilton Institute for Race and Justice, Harvard University, <https://charleshamiltonhouston.org>

<sup>28</sup> Ibid.

<sup>29</sup> See, James Jennings, Bob Terrell, Jen Douglas, Kalila Barnett and Ashley E. Harding, *Understanding Gentrification and Displacement: Community Voices and Changing Neighborhoods* (August 2016); available at <https://sites.tufts.edu/jamesjennings/>

## *Key Themes*

- Control of local planning by residents; community-based standards for development is a must.
- Promotion of development of green/ zero carbon housing.
- Political education about rights of residents and opportunities for greater resident advocacy, also in the areas of taxes.
- Collection and reporting data about homeownership, housing quality standards and our rights around being free of lead and asbestos.
- Collection and reporting of data and information on redlining and lending discrimination using HMDA data.
- Education and outreach about resources to promote homeownership.
- Approach housing reforms for Black community as part of broad Reparations strategy.
- Changing the narrative as to how our neighborhoods are viewed as wastelands to vibrant neighborhoods with assets and resources, but nevertheless facing serious social and economic challenges born of historical and continuing structural racism.
- An analysis of how Black local economy is being impacted by the COVID crisis is crucial. This includes employment, unemployment, and underemployment; housing, debt relief, and rent relief; navigating next steps after the three-month shutdown; review of debts that could be added to the end of loans; the use of balloon payments resulting in high mortgage payments; how the digital divide is creating limitations and hardships for many people; how particular definitions of affordability could be detrimental to access to housing; trends with loans and taxes.
- Rent control must be a legislative priority; it is a tool to control explosive increases in real estate prices based on speculative practices.
- Supports for living wages, including building local support for a national basic income policy.
- Designing jobs strategies for people when they leave prison to reduce the impetus and need for repeat offenses.
- Using zoning reform to get more affordable housing built in suburban communities and take pressure off Boston.

- Need to make sure that the June 2019 version of the currently pending City of Boston Assessment of Fair Housing is adopted and implemented.

### *Key Actions*

- *Fully use HUD’s “Section 3” Guidelines to connect housing with local business development and hiring local residents.* Section 3 has proven to be an effective tool in revitalization efforts as well as generating employment for public housing residents and workers in low-income communities. Boston should aggressively pursue the possibility of using Section 3 to expand economic opportunities; this could possibly be utilized to hire youth and reduce their high unemployment levels among Blacks and Latinos.<sup>30</sup> (G)
- *Until a comprehensive assessment of housing needs in Roxbury is conducted, and with significant community involvement, a temporary moratorium on all development activities in Roxbury* that have to do with the (a) disposition of land, owned or held by the City of Boston (BPDA and DND), (b) the issuance of any RFP’s, (c) the granting of zoning relief (variances, conditional use permits, PDA’s), (d) the issuance of building or occupancy permits, and ( e ) the granting of any tentative or final designations for the transference of land ownership. This moratorium will not apply to activities involving owner-occupied, 1-3 family properties. This moratorium will remain in effect until the residents of Roxbury and the City of Boston negotiate a set of anti-displacement policies that will guide all future development in Roxbury. This action will prevent Up-Zoning where developers can get waivers to ignore density limitations as stipulated in Article 50 of the Boston zoning codes.’ Evictions throughout the City should be reviewed within a racial equity framework to ensure that Black and Latinx residents are not bearing the brunt of displacement. The moratorium on evictions should be extended until COVID-19 is fully under control. (G & C)
- *Calculations of housing affordability* should be based on the City-wide median household income or the median household income for Roxbury, whichever is lower, as the basis for the calculation of affordable housing scales. This would represent one way to assist in reducing the danger of displacement and gentrification. (G & C)
- *Expand and support tenant organizing* investor-owned buildings to reduce displacement based on real estate speculative activities. Preserve expiring use properties by making tenants aware about the status of their own buildings regarding expiring use. (C)
- *Expand community education regarding opportunities for current and future homeowners and provide current information about homebuyer assistance, repair and weatherization loans and grants, property tax deferral for long-time owner-occupants.*

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<sup>30</sup> For discussion of how Section 3 was utilized in HUD’s largest housing rehabilitation program, Boston’s Demonstration Disposition Program, see James Jennings and Melvyn Colon, “[The Demonstration Disposition Program in Boston, Massachusetts: Lessons for Resident Empowerment, Economic Development, and Government Partnerships](#)” *National Political Science Review*, Volume 10 (February 2005)

Renters should also be made aware of their rights in the event of condo conversions or evictions. And tenants and former homeowners may not know that there are just cause eviction protections for tenants in foreclosed properties. Develop a first-time homebuyer program that encourages collective ownership thru Joint Tenancies or Tenancies-In-Common. This would allow two or more households to divide the costs and keep such housing affordable. (C)

- *Ensure that a considerable amount of the housing stock is not part of the speculative market.* One example of this is the City's new Rental Acquisition Program which allocates funding to subsidize nonprofits to purchase buildings with 6 or more units, maintain them with affordable rents for 50 years, and cause no displacement of current occupants.
  - Also, it is possible to convert owner-occupied properties to social housing by paying out the equity that exceeds affordable homeownership guidelines, thus solving the problem of the current owner's wealth expectations, providing cash that could support repairs and taxes, and creating a community asset to be transferred to an income-eligible buyer later on. The Community Preservation Act could be one potential source of funding. (G & P & C)
- *Push for expansion of the community land trusts.* It is critical and a priority that policies and practices contribute to the building of Black individual and family wealth. Community land trusts also encourages the building of collective wealth and not contradictory with enhancing opportunities for individual wealth generation. Acquiring existing housing and placing it in an existing or newly created scattered-site community land trust would permanently convert housing from speculative use to community asset. Limited equity housing co-ops (LEHCs) and community land trusts (CLTs) are models that allow residents to build wealth while preserving affordability and shielding residents from the displacing effects of speculative ownership. This includes the development of new cooperative housing by using government grants to buy out developers, especially in expiring use restriction housing (C)
- *Use zoning tools to minimize displacement.* Utilize the City of Boston's Zoning Code and the BPDA's various Planning Districts to preserve affordable housing in heavily gentrified parts of the City. While the current approach of planning by variance gives too much discretion and authority to developers, the spot planning process is likely to result in plans that increase market pressures in the area. Push for zoning reforms that prioritize the needs of low-income residents and locally owned small businesses. Also, reestablish previous City programs like the Homestead Program to create affordable homeownership from tax /water bill foreclosed property or the BHA's Turn-Key Program to create affordable rental housing. (G & C)
- *Expand the utilization of racial equity tools in meaningful, and impactful, ways.* Boston should conduct a survey of city agencies and departments to assess progress, or lack thereof, in meeting the expectations of Mayor Walsh's *Executive Order Relative to Racial Equity and Leadership* (January 2019). These entities should have the resources

to determine if the Executive Order is being followed and implemented, and in particular the extent the Executive Order's goal of establishing a "Racial Equity and Leadership Training (REAL) Program has occurred, and if so, then to what extent? (G)

- *Review tax policies to ensure that these are consistent with preventing displacement.* The anti-speculation tax to discourage real-estate speculation and flipping is one example. Work to pass a condominium conversion tax where market rate housing replaces affordable housing and/or causes displacement of residents. (G)
- *Advocate for community standards.* Continue to demand adherence to community standards for good jobs, local hiring, and local contracting. Revisit and enforce recommendations proposed by Action for Equity, Black Economic Justice Institute, Inc., and Boston Jobs Coalition, over the years. (C)
- *Make real estate activity data publicly available.* Track rent increases (the previous Just Cause Eviction ordinance would have required this for certain investor-owned properties). Provide resources to residents and community-based organizations to analyze the practices and patterns of real estate actors (brokers, developers, investor landlords) in vulnerable areas. Make eviction data available in a user-friendly way that allows observation of the locations and reasons for evictions. (G)
- *Train and empower residents regarding data and how to use it.* Residents should focus directly on collecting and understanding data about their communities, and document neighborhood changes that might be associated with gentrification and displacement. (G & C)
- *Place the current and future assessments of fair housing back into the oversight of the Boston Fair Housing Commission.* Although it was the Boston Fair Housing Commission which guided Boston's last assessment (Analysis of Impediments to Fair Housing – July 2010), the current one was transferred to DND in 2019. This change would ensure that affirmatively furthering fair housing is treated as a city-wide focus, and not just about building housing and development matter; it also strengthens fair housing since the Fair Housing Commission has the capacity to refer cases for legal redress. This action would serve to ensure that racial equity is not pursued in silos, but rather reflect an umbrella approach for the entire City. The City should ensure that the Boston Fair Housing Commission have adequate resources to meet its mission comprehensively. (G)



## Education

*What does the data show?*

- Graduate education remains elusive for Blacks in Boston. Only 5.7% of all Blacks enrolled in “some schooling” are found in graduate or professional schools compared to 22.7% of all Whites (who are not Latinx), and 28.3% of all Asians enrolled in schooling. In terms of persons 25 years and older, and educational attainment, about one fifth (19.5%) of all Black males, and 22.7% of all Black females held a Bachelor’s degree or higher; this compares to 66.6% of all White males (who are not Latinx) and 69.4% of White females.
- Only 3.6% of all Whites (not including Latinx persons) were reported as having a computer but were “without an Internet subscription”. The figures for Blacks were significantly higher at 11.3% based on the ACS 2014 – 2018 5 Year Estimates. COVID-19 has exacerbated the impact of this kind of inequality.
- The return for educational attainment is not equal for Blacks and Whites (both not including Latinx persons). Whites with an Associate or Bachelor’s degree had average wages/salaries of \$56,943, compared to Blacks with comparable educational attainment at \$38,898, representing a gap of \$18,045. Comparing Whites and Blacks attaining a Master’s degree increases this gap considerably. Whites with this educational attainment reported average wages/salaries \$70,757, compared to Blacks at \$44,080 or a gap of \$26,677.
- A high proportion of Black students in grades 11 and 12, were also part of the workforce to some extent. Based on the Public Use Microdata Sample for 2012 – 2016, approximately 78.9% of Black students in these two grade levels reported that they “worked last week” compared to 54.4% of White students. If these students were in the workforce due to economic necessity, then they faced a triple impact from COVID-19 in terms of their schooling; health; and jobs.
- A recent review of BPS by the Massachusetts Department of Elementary and Secondary Education (DESE) found troubling issues impacting racial equity. Some of the conclusions reported by DESE include:
  - ‘special education services are in systemic disarray’
  - English learners are not progressing under ‘equitable conditions’
  - ‘curriculum guidance is scant...and do not align to the state standards’,
  - ‘Principal turnover is significant’
  - ‘in high schools ‘inequities exist in access to advance coursework’ and ‘Chronic absenteeism is staggering’
  - ‘the condition of school facilities is poor’, and contribute to ‘sub-optimal learning environments’,
  - parent frustration with poor student transportation.

- Based on DESE data reported for 2019, only a fifth (21%) of all Black students in the Boston Public Schools meet or exceed state expectations in math. A quarter (25%) of all Black students meet or exceed state expectations in English Language Arts. This compares to almost two thirds of all White students who meet or exceed state expectation in these areas. Black students recorded a high school graduation rate of 76.7% (2019), compared to a White graduation rate of 86.9%.
- In/Out of school suspensions between Black students and White students reflect a wide gap. Black and Latinx Latino students are disciplined at a higher rate than their White and Asian peers. In the 2015–16 school year, Black and Latinx students received out-of-school suspensions at rates of 7.5 percent and 4.3 percent. While only 1.3 percent of White students and 0.8 percent of Asian students received out-of-school suspensions.<sup>31</sup> During the 2018-2019 school year 978 Black students were disciplined and received in, or out of school suspensions; 107 White students were disciplined with both with both kinds of suspensions.
- *Resilient Boston*...states that in 2015 White fourth graders scored 27 points (13%) higher on the National Assessment of Educational Progress reading scale than their Black and Latinx/Hispanic peers. Boston residents experience significant and persistent achievement gaps along racial lines.<sup>32</sup> The Boston Public Schools high school graduation rate reached an all-time high of 72.4 percent in 2016, but White and Asian students graduate at a significantly higher rate (82.5 percent and 88.2 percent, respectively) than their Black and Hispanic/Latino peers (69.3 percent and 67.1 percent, respectively).<sup>33</sup>
- As reported in the Education focus group of the *Racial Justice Summit 2020* (and supported by hard data included in this Report), “We are seeing disparities in the digital divide, which is clearer now than ever. Many of our young people do not have access to the basic technology. Also, their parents may not have the proficiency in the use of the technology to help their children to succeed in remote/online learning. For some, internet access is a luxury and is not as mainstream as schools thought it would be to our students and families. We know that these are now required for our students to succeed, but yet many still don't have the access. Still, the district expectation is that our students sign on for online learning and succeed in this space.”

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<sup>31</sup> Massachusetts Department of Elementary and Secondary Education. 2015-16 Student Discipline Data Report.profiles.doe.mass.edu (Accessed June 26, 2017).

<sup>32</sup> Office of Data and Accountability. Report on 2015 Trial Urban District Assessment (TUDA) National Assessment of Educational Progress (NAEP): Grades 4 and 8 Reading and Mathematics. Boston Public Schools, Oct 2015, <https://www.bostonpublicschools.org/Page/714> (all years)

<sup>33</sup> Boston Public Schools. 4-Year Graduation Rate By Cohort Group. Office of Data and Accountability. <https://www.bostonpublicschools.org/Page/694> (all years).

## *Key Themes*

- The lack of Black teachers in classrooms remains a major problem for our children. Associated with this is indication of significant drops in the number of Black teachers at individual public schools over the last few years. While the mere presence of Black teachers is not a panacea, studies have shown that a critical presence of Black teachers can make a difference in the education and lives of youth.
- Based on review of extensive data and experiences of children and youth a school to prison pipeline dynamic is alive and well.
- Reading and critical thinking levels for Black children is not being addressed aggressively and in comprehensive ways.
- Academic achievement gaps by race continue to exist and reflect significant differences between Black, Latinx, Asian and White students.
- Suspension rates in Boston and other urban areas throughout Massachusetts show racial disparities in terms of the proportion of Black students and proportions suspended, in and out of school suspensions.
- Best practices related to cultural pedagogy has not been fully adopted or implemented throughout the Boston Public School system.
- The importance of parental participation in Black communities is not acknowledged or fully appreciated or tapped in sustaining ways in many Black neighborhoods in Boston.
- Sustained mentoring of young Black and Latinx students in higher education, and by community-oriented Black and Latinx faculty and staff is critical but has not been fully embraced by higher education leadership in Boston or Massachusetts.
- There are two BPS systems in a sense: Black and Brown children throughout a system with lesser resources; and the other system for White middle and upper class children who leave BPS at an early age, and then return to BPS within the confines of the Exam High Schools, resulting in two very different educational experiences and outcomes.
- Recent census data shows that the number and proportion of immigrant and foreign-born persons in the Black community in Boston and Massachusetts is significantly high; yet, educational experiences of Black and Brown immigrant children, or children of immigrants, is overlooked or not emphasized in school policies and outcomes.
- The role of politics and policy in how the quality of education is delivered or unfolds should not be minimized. Even when the data shows consistent racial disparities in access to quality education, or resources to sustain quality education, the political will may be missing in terms of challenging extant policies. Political will is needed to

respond substantively, and not merely rhetorically, to data clearly showing continuing racial inequality and inequities.

- As observed in the Education workshop of the Racial Justice Summit 2020: “we know what the problems are, there isn't political will to address the problems and if the political will isn't there to address the problem, we need to get the politicians in place to address our problems, if that's not going to happen, we are going to keep on having these conversations that will go nowhere. We have to get the politicians to create the political will so that we can move forward.”

- Parents should be provided resources to become familiar with home learning and the use of technology. Nonprofits who work with parents and grandparents should be provided resources to conduct outreach and plan learning activities in all communities, but especially Black and Brown communities.
- Boston’s exam schools represent an anomaly in terms of who it serves. Conceptually, they represent a secluded (and primarily White and Asian) island of academic achievement and excellence in a sea (and primarily Black and Latinx) of public schools drowning many Black, Latinx, and Asian children and youth in terms of poor opportunities for advanced education and future economic mobility.

### *Key Actions*

- *BPS should adopt a required and non-graded course for all middle-school students focusing basic scientific information about the coronavirus pandemic and how it has impacted on the Black community and other communities of color in Boston and Massachusetts so that they may be better prepared for any future crisis; this is also a way to introduce students to another facet of science. (G)*
- *Boston public schools which do not reflect the racial, ethnic, and linguistic diversity of its student bodies in terms of administrators and teachers should be reviewed in terms of outreach, recruitment, and retention practices to identify obstacles to greater teacher diversity. (G & C)*
- *Policies and practices aimed at engaging potential Black teachers (recruitment and retention) should be established, expanded, and monitored. Existing initiatives must be reviewed for assessment of impacts in reaching goals. Broad strategies in this area should be linked with focus on the experiences of Black and Brown children in schools and why these negative interactions lead them away from any interest in becoming teachers and educators. (G & C)*

- *Black boys and young men are in dire need for positive mentoring, beginning with elementary school and high school, and importantly also in higher education.*<sup>34</sup> School resources for this purpose need to be identified and increased significantly for the purpose of retaining culturally trained (not just culturally competent) counselors and coaches, and tutors. (G & C)
- *Cultural competence must be multi-faceted and comprehensive: teachers must be culturally competent; and, pedagogy and teaching materials must reflect cultural strengths and resources of Black and Brown students.* But cultural competence by itself is not an answer; it must be coupled with a framework of cultural empowerment of Black and Brown children and their families and communities.<sup>35</sup> (G & C)
- *Selected schools in the BPS should establish sister-relationships with schools in other parts of the world, especially with countries in the Caribbean and Africa.* These partnerships should involve study in languages and cultures, but also provide travel and immersion opportunities for students. Such models have already been established. Foundations should provide funding for these kinds of educational initiatives. (G)
- *The Boston School Committee should conduct a rapid response and assessment study of COVID-19 impacts on students, parents/grandparents, and teachers and staff. This can be done through focus groups as a research tool.* Key questions should drive the assessment to understand the impacts on various groups, and the resources needed to connect schools more effectively with students, families, and their communities. (G)
- *The Boston School Committee should establish a Commission to examine patterns of in and out of school suspensions by race, ethnicity, linguistic, special education, and nativity status over the last 5 years.* Findings should be used to recommend strategies to reduce suspensions based on actions that seemingly should not have warranted suspensions, and to eliminate disparities reflecting racial, ethnic, linguistic, special education or nativity status. (G)
- *Parents and grandparents must be supported in becoming active learning partners with their children and teachers.* This has not been a priority in terms of attention and resources devoted to establishing such relationships. Adoption of whole child approaches at individual schools can strengthen these relationships by working with, training, and providing resources to parents to become more effective learning partners. Schools should have resources to build bridges and expand communication with local neighborhood organizations including businesses, faith-based organizations, nonprofits, day care centers and employment resources. (G & C)

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<sup>34</sup> See, [\*Bridges & Barriers: A Survey of Massachusetts College Access & Success Programs\*](#), The Aspire Institute, Wheelock College, Boston, Massachusetts (October 2016); based on interviews with key informants this report shows that mentoring for Black and Brown students in public higher education is either non-existent, or limited, or not prioritized in many institutions in Massachusetts.

<sup>35</sup> See, Dr. Angela Paige Cook, *A Case Study of a Black Independent School: Reflections on Cultural Resonance in an elementary and pre-school setting*, diss. University of Massachusetts Boston (2002).

- *Absent a radical reorganization and democratization of exam schools, admission policies and practices should be adopted to ensure students who have been schooled through elementary and middle schools in the BPS system are not disadvantaged, in any way.* Since these schools are an integral part of the Boston Public School system, the priority for admission should be the children and youth who have attended and graduate from its public schools. (G)

## Environmental and Climate Justice

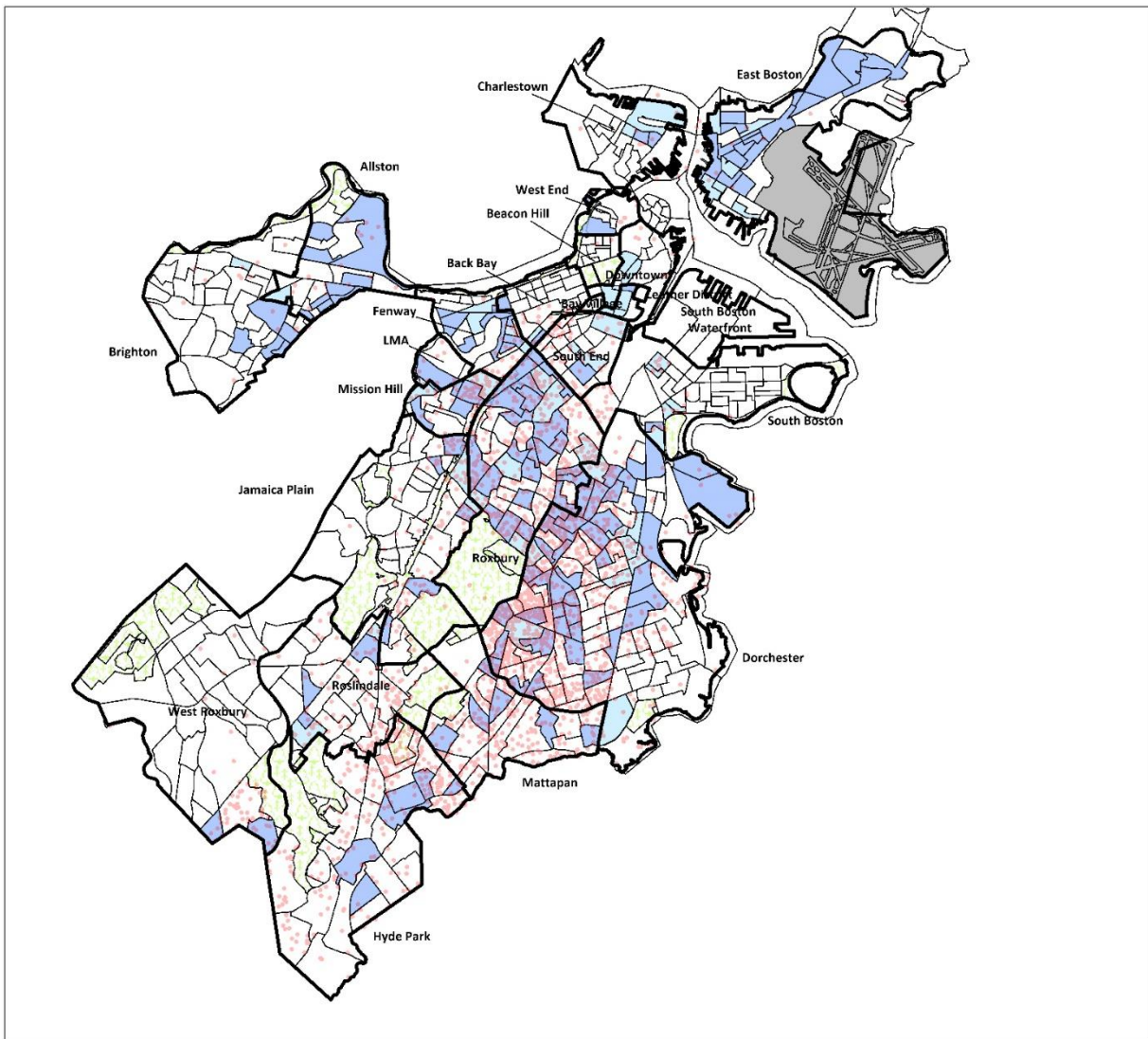
*What does the data show?*

- The Massachusetts Executive Office of Energy and Environmental Affairs identifies environmental justice communities or areas as a “Block group whose annual median household income is equal to or less than 65 percent of the statewide median (\$62,072 in 2010); or 25% or more of the residents identify as a race other than white; or 25% or more of households have no one over the age of 14 who speaks English only or very–well - English Isolation.”<sup>36</sup>
  - Black residents are heavily located in areas designated as environmental justice communities as indicated in the next map. It shows block groups in Boston where 2 or 3 of the criteria for designation as environmental justice communities exist. The following map shows block groups in Boston which meet 2 or 3 of the criteria. It also suggests that Black residents are heavily located in areas designated in these same areas, including Roxbury, Mattapan, and parts of Dorchester.

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<sup>36</sup> See, <https://search.mass.gov/?q=environmental%2Bjustice>

Map 3: Black Population Concentration (ACS 2013-2017)



Black Pop Concentration ACS 13 - 17

Env Justice Communities BG  
2 Criteria: Minority; Income

Env Justice Communities BG  
3 Criteria: Minority; Income; Language



- According to the city’s own report, *Go Boston 2030*, Blacks, and other people of color must contend with longer commute times and higher transportation costs. And because Blacks do not own vehicles at the same rate as Whites, there is greater reliance on public transportation.<sup>37</sup>
- The report in PRISM can again be cited here: “While use of the Metropolitan Boston Transit Authority system—locally known as the “T”—has plummeted in the face of layoffs and white-collar workers working from home. However, many people in our communities have not been able to shelter in place. Our neighborhoods are home to thousands of [workers whose jobs can’t be done from home](#), who have suddenly been recognized as “essential,” but who face continued low wages and greater workplace risks than ever. These are health care, restaurant, maintenance, and other workers who still commute every day. Others who are not commuting—either because they have lost their jobs or are able to work from home—are still riding the bus or train to seek out food, banking, health care, and other essential needs.”<sup>38</sup>

### *Key Themes*

- Climate justice as an idea, responds to oversight on the part of some who are concerned with climate change of historical and contemporary racism and racial inequality. It is also a reminder that communities of color, who can be more adversely impacted by climate change, have contributed the least to this problem.
- Even within the environmental justice movement and networks, racial inequality is ignored, according to a report issued by the Lawyers for Civil Rights Boston: “While Massachusetts has existing infrastructure for environmental justice work, many of the organizations driving this work tend to focus on environmental issues rather than on the particular communities most affected. Low-income communities of color and immigrant communities are significantly underrepresented in decision-making, planning, and advocacy.”<sup>39</sup>
- It is critical that young people become more involved with climate justice issues. It may be the case that too many Black and Brown youth have little information or insights about climate justice although they are, and will be, impacted by environmental racism.
- Environmental and climate justice is intersectional, linking housing, health, criminal justice, education, and public safety. This has been shown by the impacts of COVID-19 on Blacks in Boston.

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<sup>37</sup> See, <https://www.boston.gov/transportation/go-boston-2030>

<sup>38</sup> Collique Williams, Mela Miles and Olivia Nichols “Post-Pandemic cities must reimagine public transit with safety, access, and racial justice in mind” PRISM, May 26, 2020.

<sup>39</sup> Lawyers for Civil Rights Boston, *Pollution is Segregated, Too* (April 2019)

- Black and Brown communities are targets of unscrupulous ‘green’ marketing where they pay more than necessary for solar products, and do not realize the savings promised by some merchants.
- Opportunities in a greening economy, in terms of jobs and in starting and growing businesses have to be more intentional in targeting Black and Brown communities.
- Raising consciousness about environmental and climate justice can have a positive impact on building collective resiliency and mutual aid.
- Economic prosperity for some groups and interests does not translate, or trickle-down, as environmental benefits to Black and Brown children and youth. In the midst of Boston’s booming economy, pre-COVID-19, students in the Boston Public School system did not have access to clean water in school buildings.
- Transportation reflects a racial hierarchy in terms of negative externalities. Writers, Collique Williams, Mela Miles and Olivia Nichols point out that “People are scared, but they still need to get where they need to go. Deep, preexisting inequalities have shaped the impact of the pandemic, including transit use. Low-wage jobs, low rates of car ownership, and the ‘digital divide’ all mean that people use transit rather than computers or cars to get what they need. Food deserts mean that if one grocery store closes due to a COVID-19 infection (as happened recently in Dorchester), it can be a long journey to the next closest supermarket. Our communities also face high levels of air pollution from traffic and other sources, which contributes to a high incidence of asthma and other health problems that make COVID-19 even more deadly.”<sup>40</sup>
- At times, the call for supporting the environment can reflect a substantive disregard about the importance of racial and ethnic diversity in decision-making, or in the evaluation or assessment of green initiatives. This can be the case even if while symbolic support for substantial diversity is offered. There are many examples of this over decades in Boston and Massachusetts.

### *Key Actions*

- *Greater attention must be directed on systematic data collection related to health and impacts of air and traffic pollution; data must be collected by race and ethnicity and also based on where people reside and work. Data must be disaggregated to the census tract or block group levels. A program like “MASS SAVE” is limited due to the lack of racial data (due to the collection methods) making it difficult to examine who is being served in what ways. (G)*

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<sup>40</sup> “Post-Pandemic cities must reimage public transit with safety, access, and racial justice in mind” PRISM, May 26, 2020

- *Public transportation must become more affordable for low-income travelers, many of whom represents Boston's essential workers; there should be discounted fares for low income travelers. As noted by Mela Bush-Miles, Transit-Oriented Development Director for Alternatives for Community and Environment, this also means increasing bus services and busses in low-income communities to eliminate overcrowding, a health hazard to these workers.*<sup>41</sup> Major corporations and institutions should be taxed, or pay fees, to make transportation more affordable, especially those that realize direct and indirect benefits from public transportation. Part of this action is a component for a greater call for Transit Justice. (G & C)
- *There must be a raising of climate justice consciousness among Black and Brown youth from early stages. This should be a priority in Boston's public schools. It would include developing instructional materials that can introduce students to a range of science topics, such as composting, plant life; harvesting; solar energy, and so forth. Organizations that have been involved in grassroots climate justice work must be part of such strategies; the latter can help in building pipelines towards rewarding jobs or careers.* (G & C)
- *Public and private contracts associated with greening buildings must be awarded based on aggressive job commitments and training opportunities to residents in Black and Brown communities on the part of bidding companies.* (G)
- *Initiatives to increase voter registration and political education should be prioritized; but this should be coupled with organizing and mobilizing for, or against, policies and practices that are detrimental the health and environmental well-being of Blacks and others in Boston.* (C)
- *The City should designate plots of vacant land to establish community land trusts devoted to developing local food justice strategies and systems. The latter includes not just securing land, but also growing food, processing, consuming, and waste recycling. These phases also could mean potential new jobs for residents.* (G & C)

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<sup>41</sup> Interview, <https://www.wgbh.org/news/local-news/2020/06/05/prepping-for-phase-2-the-mbta-gears-up-for-more-passengers-as-more-people-go-back-to-work> (June 5, 2020).

## Health

*What does the data show?*

- Quality public health has been a disaster for Black people and COVID-19 exposed major problems in this area. Boston has reported that Blacks account for 44% of all positive COVID-19 tests; yet, they comprise less than a fourth of the city's total population. The number of COVID-19 tests and deaths tend to be higher in areas that are predominantly Black and Brown according to the ACLU Massachusetts. These are also areas with relatively high proportions of essential workers, including those in health care services.<sup>42</sup>
- The Boston Public Health Commission has reported that: "During the 2015-2016 influenza season, the rate of influenza was higher among residents of Dorchester...Hyde Park...Mattapan...and Roxbury compared with the rest of Boston. The rate of influenza was lower among residents of Allston/Brighton, Back Bay, and Fenway compared with the rest of Boston."<sup>43</sup>
- Based on extrapolated data from the National Health Interview Survey (2017), adult Blacks tend to live in areas that are ranked high for coronary disease, hypertension, strokes, chronic bronchitis, any kind of cancer, diabetes, kidney disease and liver disease.
- Blacks who are 19 to 64 years of age have a higher rate of reporting no health insurance (6.3%) compared Whites who are not Latinx, at 4.8%. The rate for Latinx persons is 7.9%.
- Blacks between the ages of 18 and 64 have among the highest rates of reporting a disability; approximately 15.4% of all Blacks in this age category reported a disability compared to 6.6% of all Whites (not including Latinx persons).
- The neighborhoods with higher rates of asthma ER visits and hospitalizations are Mattapan, Dorchester (North & South), Roxbury, and the South End. Each of these neighborhoods that have large Black and Latinx. According to the City's *Resilient Boston...*: "Black and Latinx/Hispanic residents experience high rates of hospitalization due to asthma, heart disease, diabetes, and nonfatal gunshot/stabbing incidents than white residents. These disparities are even more pronounced at the neighborhood level where premature mortality rates in Dorchester are nearly twice as high as in West Roxbury (246 and 1236 per 100,000 residents under 654, respectively)." (p.24)
- The Boston Public Health Commission reports that: "Black residents experience a disproportionate burden of morbidity and mortality from common conditions. Compared with White residents, Black residents experience higher rates of preterm births, low birthweight births, infant mortality, asthma Emergency Room (ED) visits, obesity,

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<sup>42</sup> See, <https://www.aclum.org/en/publications/data-show-covid-19-hitting-essential-workers-and-people-color-hardest>

<sup>43</sup> Boston Public Health Commission, *Health of Boston 2016 – 2017*, Executive Summary, p.18

hypertension, hepatitis B, tuberculosis, influenza, HIV infection, diabetes hospitalizations and deaths, heart disease hospitalizations, and assault-related ED discharges. They also have lower percentages of having pap tests done in the recommended timeframe compared with White residents.”<sup>44</sup>

- Based on analysis of extrapolated data prepared by a demographic marketing company, EASI Analytic Software, Black residents are concentrated in areas of the city with relatively high rates of households reporting fair or poor health as shown in the map below.<sup>45</sup>

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<sup>44</sup> Boston Public Health Commission, *Health of Boston 2016 – 2017*, Executive Summary, p.6

<sup>45</sup> EASI Analytic Software use findings from the national survey conducted by the Center for Disease Control and Prevention, and model it with race, sex, and age probabilities, as well as census counts, estimates and projections. Sources for their extrapolation includes: <http://www.cdc.gov/nchs/nhis/SHS/Tables.htm>; <https://www.cdc.gov/nchs/data/nvsr/nvsr67> and other sources. Also see <https://healthsurveys.ipums.org>.



## *Key Themes*

- Even before COVID-19 major public safety and public health challenges disproportionately impact low-income groups and communities of color. At the same time there are still significant barriers to access to quality health services in Black and Brown communities.
- The social determinants of health are a clear framework for understanding how health is connected to other issues and silos in the Black communities. Achieving good health also means struggling to eliminate racial and ethnic disparities, as well as disparities based on language and immigration status.
- Violence is a public safety and public health issue, yet it is treated solely as a criminal justice issue.
- Wellness including a ‘Right to be Well’, should be the goal of public health, not simply responding to illnesses. This requires examination of root causes of ill health in the Black community. This requires focus on the systemic variables contributing to health challenges in these places.
- Equity rather than charity should be the driving framework for enhancing the quality and impact of public health. The charity approach is a 1 to 1 model as an individual requires help in response to poor health. While equity gets at patterns, trends of inequalities and how it gives rise to ill health.
- A key component of equity is the empowerment of individuals regarding health knowledge and agency to ask questions and challenge proposed remedies. Public health cannot be a mystery to people who don’t have medical or health degrees. In terms of certain kinds of clinical trials, residents can be involved in the design, evaluation, and interpretation of findings, and in raising or highlighting key questions.
- Data collection must show racial and ethnic patterns, and location, drilled to lowest possible level, census tracts or block groups. Qualitative data is as important as quantitative data and, many times, more so. A key question to ask Black individuals and families could be: in retrospect what resources might you have sought if you knew COVID-19 was about to hit your community? Do you have access to organizations that could have supported you obtaining these resources or services? Or, what recommendations would you make regarding strategies or public policy, the role of government?
- Health solutions have not been optimal for Black people and their communities. For example, the concept of social distancing while important in response to COVID-19 is ‘suburban-based’; this is much more difficult in dense, urban communities. In fact, isolation and social distancing can be having a harmful effect in terms of increasing Black obesity.

- Community health centers are on the front lines of serving the Black community; capacity and ample resources are key elements of ensuring adequate responses.

### *Key Actions*

- *The health equity assessment announced by Mayor Martin J. Walsh be applied to all city departments in terms of their practices in implementing extant policies and how such contributes or minimizes impact on racial equity, but also fair housing.* On June 12, 2020 Mayor Walsh declared that racism is an emergency and public health crisis.<sup>46</sup> This is a very important and timely declaration. The Chief for Human Services, Martin Martinez, stated at this press meeting: “Racism is a driving force that shapes access to the social determinants of health equity for all Bostonians.” The establishment of a Greater Boston Health Equity Now Plan was announced. All city departments must be imbued with the same sense of urgency in their work. (G)
- *Data about race, ethnicity and language must be collected and drilled to census tracts, and where possible, block groups.* Zip codes are inadequate for understanding how diseases and poor health indices exist at local levels. Data collection cannot be confined to ‘health’ but also include information about where people live, accessibility to transportation, proximity to construction, or development, that could have adverse health impacts. Collection of data must also include qualitative research. (G)
- *Community health centers should organize public campaigns for individuals to check on each other, their friends, neighbors, and families in terms of everyday needs.* Campaigns should also be organized in partnership with public schools to educate communities about a ‘right to wellness.’ Public education such as cooking classes, gardening, and reading clubs should be widely available at times convenient for people to participate. (G & C)
- *Community health centers must be given resources to hire and train significant numbers of community health workers.* As noted in the McKinsey and Company report (April 2020), “An unfolding public-health and economic disaster, the COVID-19 pandemic will disproportionately impact black Americans...”: “Communities can also train and deploy community health workers, which are common in places where the need for healthcare significantly outstrips supply.<sup>28</sup> Community-health workers help connect patients to both health and social services, build trust in healthcare systems, and help licensed healthcare workers reserve capacity for the most critical cases. Community and faith-based organizations can be a hub for these workers, who can also share information about the virus and encourage preventative measures, such as environmental or personal hygiene and physical distancing.” (p.8) (G)
- *Approach evictions and housing insecurity as a public health challenge;* housing insecurity contributes to a range of health ailments, including mental health issues. Based

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<sup>46</sup> See, EXECUTIVE ORDER OF MAYOR MARTIN J. WALSH: *An Executive Order Declaring Racism an Emergency and Public Health Crisis in the City of Boston* (June 12, 2020)



on reports of continuing waves of evictions, especially hitting Black and Latinx communities, legislative actions aimed at avoiding or mitigating this forthcoming crisis should be fully supported. (G & P & C).

- *Consider how public housing residents may have different needs than others in the same community; the BHA should conduct a comprehensive survey and study to assess how COVID-19 impacts public housing residents. How might strategies aimed at the overall population be more effectively tailored for residents of public housing communities? The latter is home to thousands of families in Boston. (G)*
- *A review of the accessibility and quality of health services available to persons in jails and prisons should be conducted by the state's Department of Public Health, empowered by the Governor and Massachusetts legislature. There should be focus the needs of incarcerated persons, but especially taking note of the experiences of women and mothers. Assessment of available health services after imprisonment should be part of this charge. (G)*
- *Political leadership must consider how to hold the MBTA more accountable in ensuring that public transportation is clean, accessible, and affordable for all neighborhoods. COVID-19 exposed fundamental differences by race in terms of transportation accessibility, quality, and cleanliness. These issues can no longer remain 'untouchable' by Boston's political leadership. (C)*
- *Ensure that all Boston public schools have immediate and substantive access to a range of health services for students and their families. Racism has been recognized as a public health emergency in Boston. Public schools are places where health inequalities and inequities can be witnessed; these are places that should reflect resources to reduce such. (G & C).*

## Criminal Justice and Public Safety

*What does the data show?*

- The criminal justice systems for Blacks has historically been a tool for the political and economic control of Black people, particularly Black labor. The recent (and continuing) shootings and killings of Black and Latinx people by police officers are reminder of this long history.
- Below are a few examples of the conjunction of racial inequality and criminal justice systems and policies in Boston and U.S. society.

- CORI, or “Criminal Offender Record Information” remains an obstacle for many Black youth. And as noted in a recent report by the MAPC, *State of Equity for Metro Boston Policy Agenda Update* (February 2018), many CORIs are for minor offenses. These youth can face enormous obstacles to acquiring productive economic experiences in the forms of jobs or credit. Black communities tend to be concentrated in residential pockets throughout Boston, so this is also an economic challenge for the entire community. Individuals with CORI face multi-layered economic and housing barriers to fair housing, and in numerous cases these individuals are also family members, thus impacting low-income households.

- According to Metropolitan Area Planning Council’s *State of Equity for Metro Boston Policy Agenda Update* (February 2018), “Criminal Offender Record Information (CORI) forms continue to be a barrier for individuals who enter or return to the workforce after a criminal case. It is not only an employment barrier but can also limit an individual’s eligibility for certain state assistance programs and their economic independence and socio-economic mobility.” (p.27).

- In many cases individuals have CORI for minor offenses, and/or an infraction committed a long time ago. These individuals are denied jobs by employers who refuse to hire anyone with any kind of criminal justice-related record. It has been found that CORI is a major impediment to economic mobility for individuals; but given that in some places there may be more than a relative number of these persons, this is also an economic problem for the entire community.<sup>47</sup> The number of jobs and degree of adequate housing are unnecessarily dampened in these communities.

- Based on public testimony conducted to assess the state of fair housing in Boston in the Spring and Summer of 2017, violence and guns were cited prominently as a concern in many communities, especially Black and Latinx. Associated with this concern was a sense that the city is not doing enough to reduce violence, or to also treat it as a major

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<sup>47</sup> See Robert Clifford and Riley Sullivan, *The Criminal Population of New England: Records, Convictions, and Barriers to Employment*, Federal Reserve Bank of Boston (March 2017).

public health issue. The FBI Crime Index shows that issues associated with violence are higher in communities that are Black and with higher levels of poverty.

- In the New England region, Black men and woman are arrested at rates significantly higher than their White counterparts. While 6.3 Black individuals (among every 100 Blacks) are arrested, this compares to a rate of 2.1 White persons arrested per every White 100 persons.
- Black girls and women suffer serious consequences as result of a racialized criminal justice system. Organizations working with Black girls and women should have the resources to document the extent and nature of the impacts of criminal justice systems on this population, and to recommend strategies for expanding educational and economic opportunities.
- A study by The American Civil Liberties Union Foundation of Massachusetts, *A Report on Boston Police Department Street Encounters from 2007–2010* (October 2014) reported that an analysis of 204,000 Boston Police Department officer-civilian encounters from 2007 to 2010 showed “evidence that Black Bostonians are more likely to be selected for these encounters than otherwise identical white Bostonians. Most alarmingly, the analysis found that Blacks were subjected to 63% of these encounters, even though they make up just 24% of Boston’s population. The analysis also showed that crime—whether measured by neighborhood crime rates or the arrest records or alleged gang involvement of the civilians subjected to these encounters—does not explain away this racial disparity.”
- As reported in the Racial Justice Summit 2020 Criminal Justice workshop, Black youth in this State are 10 times more likely to be incarcerated than White youth).<sup>48</sup> A Detention Utilization Study conducted in 2017 established Black youth were 63% more likely to remain detained than White youth.<sup>49</sup> Black youth in Suffolk County are 2.5 times more likely to be arrested.<sup>50</sup>
- The criminalization of Blacks and other people of color is also evident in public transportation systems as noted in a recent *Boston Globe* article, “People of color cited more often for skipping fares on MBTA”<sup>51</sup> Alternatives for Community and Environment (ACE) have called the fines between \$100 and \$600 “preposterous and draconian, and promote a culture of policing and punishment.”<sup>52</sup>

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<sup>48</sup> See, “Black Disparities in Youth Incarceration,” *The Sentencing Project.org*. September 12, 2017, <https://www.sentencingproject.org/publications/black-disparities-youth-incarceration/>

<sup>49</sup> Study not publicly released.

<sup>50</sup> See, “Racial Disparities in Youth Commitments and Arrests,” *The Sentencing Project.org*, April 01, 2016, <https://www.sentencingproject.org/publications/racial-disparities-in-youth-commitments-and-arrests/>

<sup>51</sup> “People of color cited more often for skipping fares on MBTA” *The Boston Globe* (August 2, 2020).

<sup>52</sup> Dwaigh Tyndal, Executive Director, ACE in press statement (August 25, 2020); <https://www.ace-ej.org>

- Based on a review of data reported by the BPD, the director of the Trotter Institute at the University of Massachusetts Boston noted that “In 2019, Boston's Police Department conducted 14, 446 FIOs. 9,974 targets were Black, 3,579 were White, and 2,146 were Hispanic. Black persons were 69% of those FIOed.”<sup>53</sup>

The following highlights are *directly* taken from *The Geography of Incarceration- A Special Report* from the Boston Indicators Project in Partnership with MassINC and the Massachusetts Criminal Justice Reform Coalition (2016).

- “Throughout Boston’s communities of color, incarceration rates are much more elevated than crime rates.
- Many people of color live in Boston neighborhoods with such highly concentrated rates of incarceration that nearly every street—in some cases every other building—contains a resident who has been incarcerated.
- Roxbury residents are incarcerated at twice the rate of Boston residents as a whole, giving it the highest concentration among all of the city’s neighborhoods.
- Spending for incarceration is out of balance. More government funds were spent incarcerating Codman Square residents in 2013 than was spent on grants for gang prevention for the entire state of Massachusetts.

### *Key Themes*

- The need to not conflate a sense of public safety with repressive criminal justice policies or police practices.
- Advocates seek pragmatic community-based alternatives to incarceration, especially for youth.
- Dismantling the school to prison pipeline by increasing teaching diversity and providing productive jobs to youth.
- The most recent uprisings have shown police force violence and excessive use of force, especially when confronted by Black people exercising their First Amendment rights. This is not new in the history of this country, but it must now stop!
- Expanding restorative justice; this means as many have noted that public and community safety has to be based on equity. It means that control, monitoring by police forces as a

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<sup>53</sup> Quito Swan, *The Black Pinata: Fighting the Pandemic of Police Violence*, The Trotter Institute, University of Massachusetts Boston (June 2020); and see, <https://data.boston.gov/dataset/boston-police-department-fio>

strategy to make everyone safe has to be challenged as an effective strategy. Significant resources can be diverted towards tools for greater community involvement, especially on the part of youth as critical partners for keeping communities safe. Both pandemics showed how simplistic and limited is the strategy of controlling and monitoring Black people versus a greater involvement of the community --and with adequate resources-- in developing solutions and tactics for ensuring greater community safety.

- Cost of incarceration in terms of its long-range costs: lost labor power, but also immediate impacts on families and communities.

### *Key Actions*

- *Criminal justice policies and practices must be designed on the basis of equity; this means that the intersectionality of people's lives must be part of strategies aimed at enhancing public safety*, and creating stronger trust-based connections between officers and Black community members. Any proposed need for more jails and prisons and harsher sentences would continue to lose validity if people caught up in the criminal justice issues can access good paying jobs, adequate housing, quality health, and opportunities for their children. (G)
- *A strong civilian review board with full legal power to investigate allegations of police misconduct must be established.* The 2007 Executive Order signed by the late Mayor Menino establishing a "Community Oversight Panel (COOP) is ineffective. A Civilian Review Board must have independence to hear cases, and subpoena testimony; and not just consider cases reviewed by Internal Affairs Division. This body should have the scope to review police department policies on any inappropriate police conduct and be able to review the history of police officers in terms of such conduct.

And, it should have the resources to expedite investigations in that delays are harmful to victims. In an extensive expose about what happens to investigations of inappropriate police behavior or using deadly force against individuals, Matt Taibbi explains that 'Time works against victims.' After a review of police exonerations across the nation the author concludes that certain practices serve to eventually excuse police misbehavior, and even the use of deadly force. This is the case even with police officers who have histories of complaints over years. As he writes: "Once the press and protesters move on, a game of legal chicken often commences between victims and their families on the one hand, and the lawyers representing the cities or towns in question on the other. In this game, each day that passes without a conviction for police abuse or a financial settlement adds to the city's leverage."<sup>54</sup> (G&C)

- *The collection and publication of arrest and stopping data based on race, ethnicity, immigration, and linguistic status is imperative.* The Governor must ensure that such data is shared among all law enforcement agencies. And a Commission should be appointed to strategize about how to implement this kind of change and to identify other data that

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<sup>54</sup> See, Matt Taibbi, "Why Policing is Broken – Years of research on brutality cases shows that bad incentives in politics and city bureaucracies are major drivers of police violence" *Rolling Stone* (June 17, 2020).

must be collected. Part of this should include planning for the ‘issue receipts’ initiative proposed by ACLU in 2014; police officers must issue receipts to civilians they stop, frisk or search.<sup>55</sup> (G)

- *Establish clear standards to prevent abuse and misconduct on the part of police officials, and if not followed could result in de-certification.* Review de-escalation protocols, especially involving veterans or youth, or people with mental health challenges to ensure that they are effective and fully understood by police officers. Ensure that any violation of banned tactics such as chokeholds or knee-holds that impact respiratory circulation results in termination and de-certification. (G)
- *The BPD must be de-militarized.* Police in militarized paraphernalia suggests that the City is in the midst of a war, and that they are dealing not with fellow citizens and residents, but enemies that must be confronted. Militarized police also suggest that public safety is not the goal of policing, but rather the monitoring and controlling of the movement of people. De-militarization can result in significant savings for the City to be used for social justice initiatives. The BPD must be de-militarized and resulting funds should be used for social justice initiatives. Further, the proposition of qualified immunity for police officers should be radically reformed or re-examined as possibly unconstitutional in light of due process of victims of police brutality (see, Jamison v. McClendon, August 4, 2020). (G & C)
- *Place a cap of police overtime, currently approximately \$66 million per year. The cap should not be higher than 10% of the total police budget (currently \$414 million).* The Mayor has transferred 20% of the BPD overtime budget resulting in \$12 million that can now be allocated towards trauma response and counseling through the BPHC; community investments to enhance violence prevention, language access, food security, immigrant advancement and elder support. There should be a review of how overtime is managed, including the types of assignments for which police can do overtime, and how many police officers have utilized overtime. This would not only free up about \$20 million for social services and mental health community-based resources but alleviate police officers from responding to non-police matters. (G)

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<sup>55</sup> *Black, Brown and Targeted*, American Civil Liberties Union (October 2014)

## Political Action and Civic Engagement

*What does the data show?*

- Boston does not feel welcoming to many Black Americans. The *Nonprofit Racial Leadership Gap in Massachusetts: A Race to Lead Brief* prepared by the Building Movement Project, “found that more than half of African-American/Black respondents considered Boston unwelcoming to people of color, positioning it as the least welcoming of eight cities studied. The *Globe*’s related series on race depicted Boston as a city deeply segregated in its key institutions, with little change for decades in the dominance of white power brokers over public and private decision-making roles and where public expenditures for development prioritize wealthy white constituencies.” (2017 *The Boston Globe* poll)
- According to the *Mapping Momentum* report, “there are hundreds of organizations and programs collectively serving tens of thousands of Black and Latino boys across Boston, including nearly 100 organizations that work just in the eight neighborhoods where nearly three-quarters of this demographic lives. Yet despite this significant level of activity, the life outcomes of this demographic and the disparity relative to their White and Asian peers remain relatively stagnant.”<sup>56</sup>
- The MBK-Boston initiative started with much enthusiasm and expectations. In the last two years it is not clear what has been embarked upon or pursued under the umbrella, MBK-Boston. A citywide advisory committee was appointed but we are not sure if this Body has met since some early initial meetings. At the June 12, 2020 Mayor’s press conference, it was reminded that “The Mayor has signed onto the Mayor’s Pledge issued by the Obama Foundation’s My Brother’s Keeper Alliance. My Brother’s Keeper was launched in 2014 to empower young men and women of color. Boston has been a leading member of this alliance since its founding.”...The Mayor’s pledge states that signers will 1) review Police use-of-force policies; 2) engage communities by including a diverse range of input, experiences, and stories; 3) report the findings of the review to the community and seek feedback; and 4) reform use-of-force policies based on that conversation.” MBK-Boston needs to be revised with renewed energy, commitment, and resources.
- According to a study conducted by New England Blacks In Philanthropy and based on interviews and focus groups, *Giving Black Boston*, “a challenge mentioned in the focus groups and interviews is the paucity of the Black public sphere in Boston...the media landscape has changed significantly in Boston, a situation that several focus group participants noted limits the ability of the Black community to connect to the local issues facing Bostonians. Recent consolidations in the Boston media market have limited the choice of local radio stations that would feature Boston-specific information that builds bonds within the Black community specifically. As one respondent put it, WBUR or

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<sup>56</sup> Andrew Wolk and James Jennings, *Mapping Momentum for Boston’s Youth: Programs & Opportunities for Black and Latino Young Men*, p.2, rootCause, accessible at: <https://rootcause.org/>

WGBH might cover Black-specific stories, but they would not do it every day and would not answer the kinds of questions members of the Black community in Boston might have about the topic.

- Young people represent an enormous, but not fully tapped political resource. Young people are critical partners in helping to raise overall community consciousness, a process that can lead to the expansion and sustenance of Black political and civic empowerment and in supporting initiatives. There is major potential for the civic education of young people; this is critical for the Black community in that youth represent a major future demographic for Boston. (See Appendix B: Black Boston – Demographic Context).

### *Key Themes*

- The crisis of COVID-19 and its impact on the Black community should serve as a call for political organizing of people, and especially youth.
- Boston must do better in terms of awarding contracts to MBEs; while some recent efforts have been initiated, direct and immediate impacts are important if this sector is to survive.
- Young Black males must be supported to become more politicized and involved with Boston's elections.
- Political education is crucial. Grassroot organizations should work together to raise the political and civic awareness of residents and faith-based organizations should be included in these coalitions.
- The leadership and staff of many nonprofits serving our youth and families, also receive significant public and foundational funding; however, these individuals are not representative of the community.
- There should be a major voter registration drive and where data about who is registered, who is not, should be collected independently by some organization.
- Black political mobilizing and organizing should take advantage of information technology and social media.
- Political and civic momentum that has occurred on behalf of racial and economic justice will generate continual pushback regarding proposals for progressive actions, and pushback to a 'normalcy' where racial hierarchy is the norm.



## Key Actions

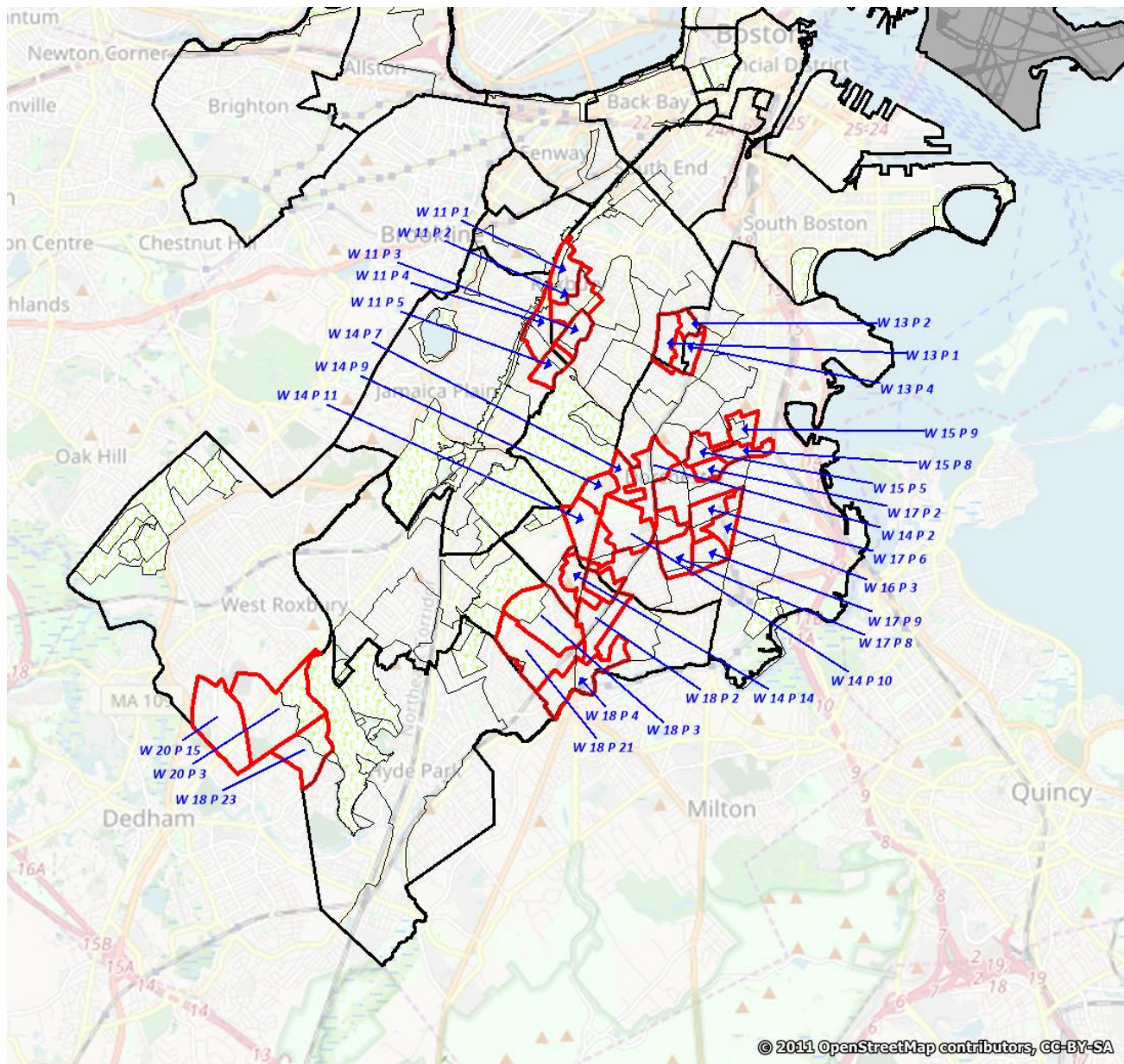
- *Political leadership should coalesce around coalition-based agendas aimed at challenging public policy, or proposing public policy, in terms of the well-being of the Black community.* For example, BECMA and other organizations have offered concrete proposals to help Black and small businesses. We propose that a coalition of community organizations be structured to target and push for some of these proposals. (C)
- *Elected officials should be presented with an agenda of policy changes for which they could be held accountable at re-election time.* The proposed policy changes have to be based on data and clear in order to enhance mobilization and support. (C)
- *There should be a commitment by a coalition of organizations to push and increase significantly Black voter registration (and also Get Out the Vote); again, especially youth.* The map below shows the wards and precincts in Boston and census tracts where there are at least 300 or more (up to 600) Black youth who are 15 – 19 years of age (based on the ACS 2014 – 2018 5 Year Estimates).<sup>57</sup> (C)
- *MBK-Boston should become an empowered and fully resourced base for examining and responding to the needs of young Black and Latinx males and females.* In particular, and as noted in a preliminary evaluation report by Jennings and DeSouza, this initiative can be a basis for building long-time bridges among youth across racial and ethnic communities, and neighborhoods across Boston.<sup>58</sup> (G&C)

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<sup>57</sup>An official map of Boston wards and precincts was superimposed with a census tract map to get a spatial approximation of wards and precincts, and census tracts, in terms of Black youth 15 – 19 years of age. This means that the list of wards and precincts highlighted in red boundaries on the map are associated with areas where, generally, between 300 and 600 Black youth, 15 to 19 years, were counted in ACS 2014 – 2018.

<sup>58</sup> J. Jennings and L. DeSouza, [\*Preliminary Assessment of MBK Boston Mini-Grants, First Steps, Next Steps\*](#), Prepared for My Brother's Keeper, MBK-Boston (July 2017)

Map 5: Wards and Precincts in Boston with at least 300 or more Black youth (15 – 19 years old)



- *Victories must be lifted, explained, and celebrated on a community wide basis.* For example, as long-time housing activist Bob Terrell points out: “Recently the Highland Park Project Review Committee, other organizations and 2,648 Roxbury petitioners scored a major victory for our community. They were able to convince the Boston Landmarks Commission to undertake further study to determine if the African Orthodox Church in Highland Park has state or national significance and granted status as a historical landmark...” rather than be used to meet a developer’s bottom line. “This victory shows that Roxbury residents have the capacity to organize and impact public policy.” (C)
- *Youth (and others) should be involved in historic preservation struggles to raise community consciousness.* Roxbury, for example, includes six historic districts: Dudley Station Historic District; Eustis Street Architectural Conservation District; John Eliot Sq. Historic District; Moreland Street Historic District; Mount Pleasant Historic District; and the Roxbury Highlands Historic District. The Roxbury Neighborhood Council has petitioned for funding from the Massachusetts Historical Commission to investigate other potential historic areas in Roxbury. Funds could include training and employment for youth to become involved with these kinds of initiatives. (G&C)
- *Black organizations should strategize about how to meet periodically to discuss, or debate, common objectives and strategies aimed at enhancing Black civic life in Boston.* These organizations, or coalitions, should designate parts of the Black community where information and resources will be shared across organizational silos. The coalitions can lobby for increased resources for these same areas depending on the needs identified under a place-based model described as “strategic collaboration”.<sup>59</sup> (C)

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<sup>59</sup> See, J. Jennings, *Community Based Organizations and the Nonprofit Sector in Massachusetts: Where Do We Go From Here?* Report prepared under the auspices of the University College of Citizenship and Public Service at Tufts University (2005); and, *Place-based Service Delivery & Strategic Collaboration in Boston’s Distressed Neighborhoods: Framework for Planning and Action* Report Prepared for The Barr Foundation, Boston, MA (June 2009). Both reports can be accessed at: <https://sites.tufts.edu/jamesjennings/>

## **Appendix A: Facilitators and Panelists for Racial Justice 2020 Summit and Members of Steering Committee (May 2, 2020)**

### Economic Opportunity

Facilitator: Dr. Karilyn Crockett, Lecturer, MIT Urban Studies & Planning  
John Barros, Chief, Economic Development City of Boston  
Tavares Brewington, Esq. Attorney and Former Assistant United States Attorney  
Sheena Collier, CEO, The Collier Collection & Consultant  
Greater Boston Chamber of Commerce  
Russell Holmes, Financial Services Professional and State Representative  
Dianne Wilkerson, Community Advocate and Former State Senator

### Environmental & Climate Justice

Facilitator: Rev. Mariama White-Hammond, Green Justice Fellow  
Ahria Ilyas, Environmental and Climate Justice Advocate  
Andrea Nyamekye, Campaign and Policy Director, Neighbor to Neighbor  
Kannan Thiruvengadam, Director, Eastie Farm

### Political Action & Civic Engagement

Facilitator: Marvin Venay, Political Consultant  
David Halbert, MIT Education Justice Institute  
Carlos Henriquez, Former State Representative  
Tito Jackson, Former City Councillor  
Jacquetta VanZandt, Political Consultant

### Criminal Justice Reform

Facilitator: Rahsaan Hall, Esq. Director, Racial Justice Program of the ACLU of Massachusetts  
Andrea James, ED, National Council for Incarcerated and Formerly Incarcerated Women and Girls  
Rachael Rollins, Esq. Suffolk County District Attorney  
Leon Smith, Executive Director, Citizens for Juvenile Justice

### Education

Facilitator: Dr. Charles Grandson, Chief Equity and Strategy Officer, Boston Public Schools  
Dr. Travis Bristol, Assistant Professor, UC Berkeley  
Shawn Brown, Executive Director Becoming A Man Boston  
Dr. Roderick Carey, Asst Prof, University of Delaware College of Education & Human Development  
Dr. Geralde Gabeau, Executive Director, Immigrants Family Services Institute, Inc.

### Health Equity

Facilitator: Dr. Atyia Martin, CEO, All Aces Consulting, former Emergency Management and Public Health executive with the Boston Public Health Commission  
Dr. Jonathan Jackson, Director, Community Access, Recruitment, and Engagement Research Center at Massachusetts General Hospital & Harvard Medical School  
Dr. Thea James, Boston Medical Center  
Dr. Marjorie Janvier, Dimock Community Health Center

### Housing Justice

Facilitator: Marvin Martin, Executive Director, Action for Equity  
David Harris, Executive Director, Charles Hamilton Houston Institute for Racial Justice  
Kimberly Lyle, Director of StrategIpement, Dorchester Bay Economic Development Corp.

Jacqueline Cooper, Founder, Financial Education Associates  
Lauren Thompson, Founder and Member, Roxbury United Neighborhoods

Steering Committee

Edith Bazille  
Wynndell Bishop  
Ericka Florence  
Rahsaan Hall, Esq.  
Jose Lopez, Esq.  
Ron Marlow  
Tanisha M. Sullivan, Esq.  
Bob Terrell  
Dr. Ingrid Tucker  
Project Manager: Thomasina Cole  
Dr. James Jennings, Researcher



# 2020 Racial Justice Summit...

## Developing A Reconstruction Agenda for Black Boston

### Roundtable Facilitators

*Economic Opportunity*



**Dr. Karilyn Crockett**  
*Lecturer, Urban Studies & Planning  
MIT*

*Environmental and Climate Justice*



**Rev. Mariama White-Hammond**  
*Fellow, Green Justice*

*Political Action and Engagement*



**Marvin Venay**  
*Political Consultant*

*Criminal Justice Reform*



**Rahsaan Hall**  
*Director, Racial Justice  
ACLU-Massachusetts*

*Health Equity*



**Dr. Atyia Martin**  
*Founder and CEO  
All Aces, Inc.*

*Housing Justice*



**Marvin Martin**  
*Executive Director  
Action For Equity*

*K12 Public Education*



**Dr. Charles Grandson**  
*BPS Chief Equity and Strategy  
Officer*

## MAY 2, 2020

9:30 a.m.

*Economic Opportunity  
Environmental and Climate Justice  
Political Action and Engagement*

12:30 p.m.

*Criminal Justice Reform  
Health Equity  
Housing Justice  
K12 Public Education*

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*Boston Branch*

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## **Appendix B: Black Boston – Select Demographic Context**

The Black population in Boston was approximately 171,588 people, or 24% of Boston's total population (679,413 persons) according to the American Community Survey 2014 – 2018 5 Year Estimates. The Black population, not including Latinx persons, approximate 154,363 persons or 27.5% of Boston's population that is not Latinx. Among Latinx persons, about 11.3% of all persons, or 17,225 describe themselves as Black.

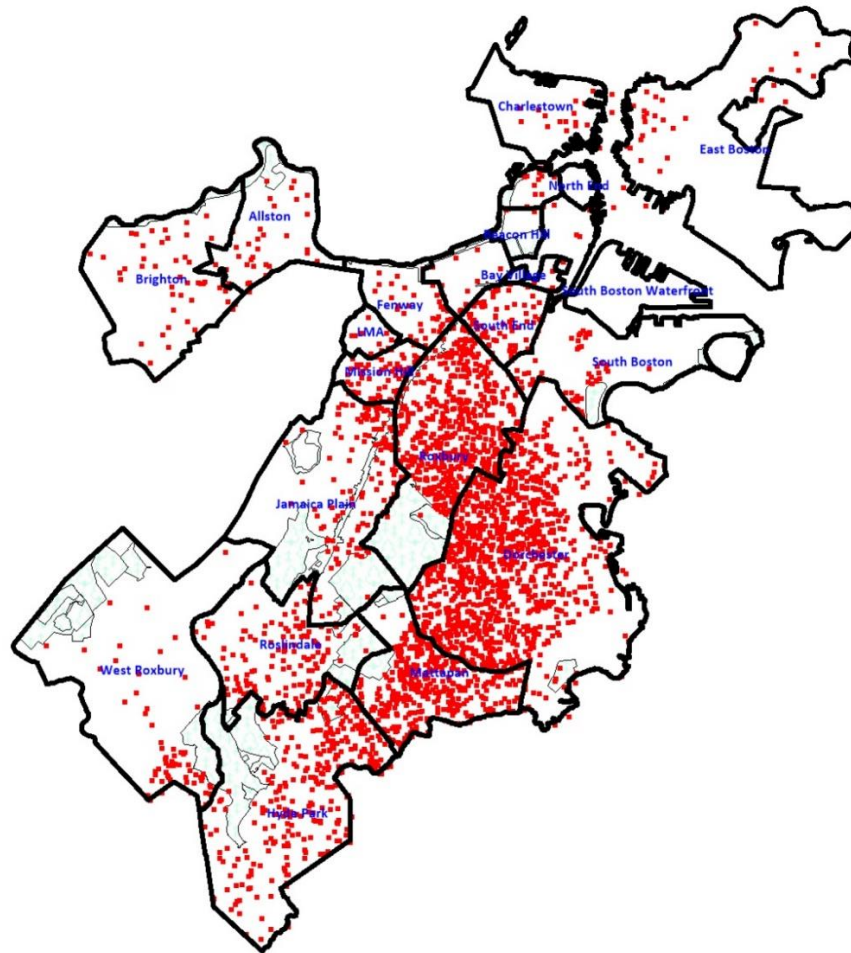
The 2010 decennial census counted a total Roxbury population of 49,111 persons: Mattapan, 22,500 persons and Dorchester, 114,249 persons. There were 99,138 Black persons living in these three neighborhoods, representing 66% of all Blacks in Boston. There were 41,275 Whites (including Latinos) in these neighborhoods, representing 12.3% of all Whites (including Latinos) in the City. There were 36,304 Latinos (any race) in these neighborhoods, representing approximately a third (33.6%) of all Latinos, and there were 12,103 Asian persons, representing 21.9% of all such persons in Boston.<sup>60</sup>

While the Black and Latino communities have grown in population size over the last few decades its residential location patterns have experienced less change. Blacks still tend to be clustered in certain parts of Boston, and Latinos, while more dispersed also are clustered in some parts. The maps show the clustering or concentration of the Black population in Roxbury, Mattapan and parts of Dorchester beginning with 1970, and followed by similar maps for 2010 and 2013-2017 (ACS). Each dot represents approximately 50 individuals.

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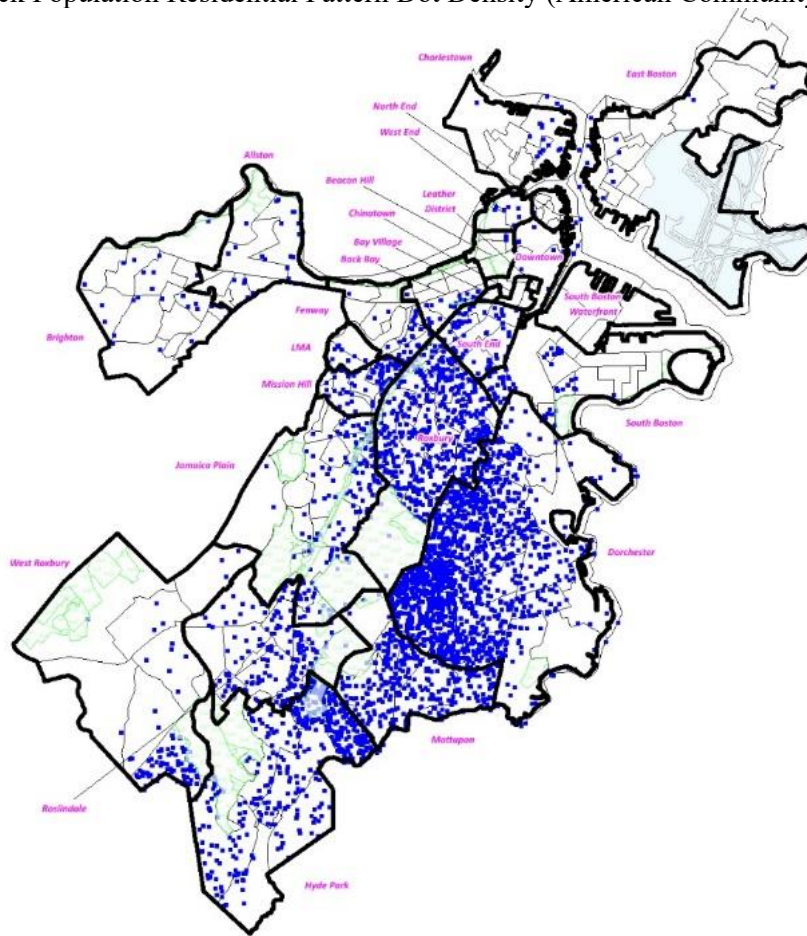
<sup>60</sup> 2010 Decennial Census

Map 6: Black Population Residential Patterns and Concentrations in 1970

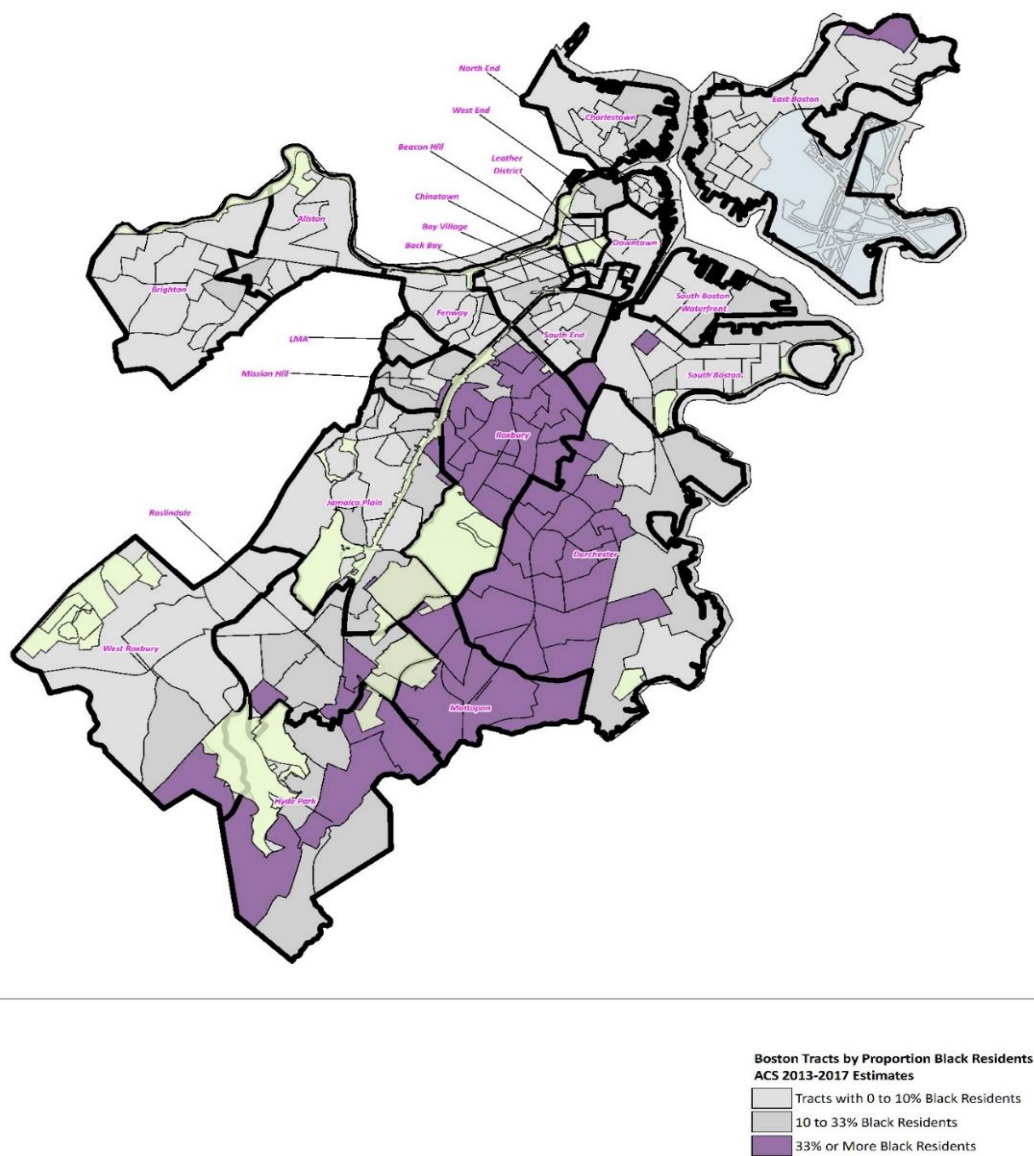




Map 7: Black Population Residential Pattern Dot Density (American Community Survey 2013-2017)



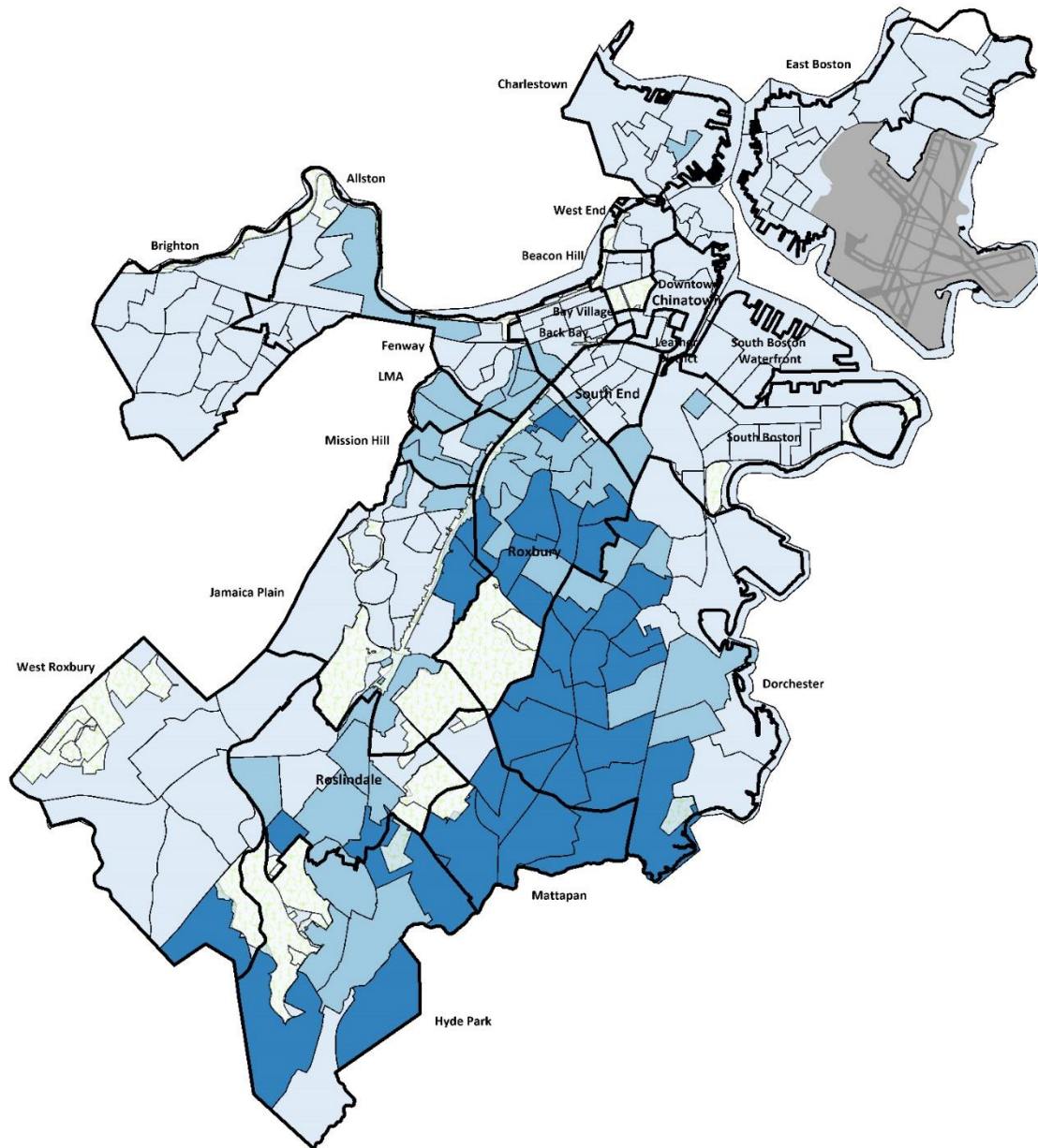
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The proportion of young persons (17 years and under) is significantly higher for Blacks (23.1%), compared to Whites (not Latinx), where only 8.8% of the latter group are in this age category. And Blacks represent more than a third (36.3%) of all persons 17 years or under in Boston. There are approximately 2,924 Blacks who are 15 years in Boston; 2,508 16 years; 2,080 who are 17 years; 2,713 who are 18 years; and 2,625 Blacks who are 19 years of age.

The map below is based on the ACS 2014-2018 5 Year Estimates for all census tracts in Boston. It shows the number of Black young people in the ages 15 to 19 years by tracts and neighborhoods. As you may note, there are chunks of Boston where Black youth in these age categories are virtually invisible as far as residence is concerned.

Map 9: Black Youth 15-19 Years by Tracts and Neighborhoods 2014-2018 ACS



Black Youth 15 to 19 Years  
by Tracts and Neighborhoods ACS 2014 - 2018

150 to 592 Black Youth 15 to 19 Years
50 to 150
0 to 50

## Appendix C: Sources of Data and Information for Assessing Racial Inequality<sup>61</sup>

Table 1: Total Population by Race Alone

Total:	679,413	
White alone	357,253	50.0%
Black or African American alone	171,588	24.0%
American Indian and Alaska Native alone	2,186	0.3%
Asian alone	65,499	9.2%
Native Hawaiian and Other Pacific Islander alone	257	0.0%
Some other race alone	47,955	6.7%
Two or more races:	34,675	4.9%
Two races including Some other race	4,644	0.7%
Two races excluding Some other race, and three or more races	30,031	4.2%

Source: American Community Survey 2014 – 2018 5 Year Estimates

Table 2: Total Population by Latinx by Race

Total:	679,413	
Not Hispanic or Latino:	545,520	
White alone	302,427	53.8%
Black or African American alone	154,363	27.5%
American Indian and Alaska Native alone	1,405	0.3%
Asian alone	64,939	11.6%
Native Hawaiian and Other Pacific Islander alone	225	0.0%
Some other race alone	5,973	1.1%
Two or more races:	16,188	2.9%
Two races including Some other race	1,843	0.3%
Two races excluding Some other race, and three or more races	14,345	2.6%
Hispanic or Latino:	133,893	
White alone	54,826	36.0%
Black or African American alone	17,225	11.3%
American Indian and Alaska Native alone	781	0.5%
Asian alone	560	0.4%
Native Hawaiian and Other Pacific Islander alone	32	0.0%
Some other race alone	41,982	27.6%
Two or more races:	18,487	12.1%
Two races including Some other race	2,801	1.8%
Two races excluding Some other race, and three or more races	15,686	10.3%

Source: American Community Survey 2014 – 2018 5 Year Estimates

<sup>61</sup> Most tables in this section are based on the American Community Survey 2014 – 2018 5 Year Estimates; but in a few cases other sources are utilized; also, unless otherwise indicated all tables, maps, and graphs pertain only to Boston, Massachusetts.

Table 3: Age by Race and Ethnicity

	Black		White, Not Latinx		Latinx		Asian	
	171588		302427		133,893		65,499	
Under 5 years	10,367	6.0%	11,522	3.8%	9,805	7.3%	2,184	3.3%
5 to 9 years	11,207	6.5%	6,481	2.1%	9,768	7.3%	1,799	2.7%
10 to 14 years	10,573	6.2%	5,483	1.8%	9,658	7.2%	2,184	3.3%
15 to 17 years	7,411	4.3%	3,257	1.1%	5,526	4.1%	1,765	2.7%
18 and 19 years	5,346	3.1%	15,186	5.0%	5,613	4.2%	4,097	6.3%
20 to 24 years	15,083	8.8%	32,416	10.7%	14,438	10.8%	9,029	13.8%
25 to 29 years	16,254	9.5%	53,250	17.6%	15,049	11.2%	9,529	14.5%
30 to 34 years	12,351	7.2%	38,247	12.6%	11,301	8.4%	6,994	10.7%
35 to 44 years	20,532	12.0%	36,175	12.0%	18,382	13.7%	7,884	12.0%
45 to 54 years	21,795	12.7%	30,042	9.9%	14,778	11.0%	6,922	10.6%
55 to 64 years	20,463	11.9%	31,551	10.4%	10,386	7.8%	5,605	8.6%
65 to 74 years	11,931	7.0%	21,531	7.1%	5,911	4.4%	3,756	5.7%
75 to 84 years	6,083	3.5%	11,060	3.7%	2,586	1.9%	2,628	4.0%
85 years and over	2,192	1.3%	6,226	2.1%	692	0.5%	1123	1.7%

Source: American Community Survey 2014 – 2018 5 Year Estimates

Table 4: Proportion of Total Persons 17 years or Under by Race

Blacks	23.1%
Whites Not Latinx	8.8%
Latinx	26.0%
Asian	12.1%

Source: American Community Survey 2014 – 2018 5 Year Estimates

Table 5: All Persons 17 Years and Under and Proportion by Race and Ethnicity

Total	108,990	
Blacks	39,558	36.3%
Whites Not Latinx	26,743	24.5%
Latinx	34,757	31.9%
Asian	7,932	7.3%

Source: American Community Survey 2014 – 2018 5 Year Estimates

Table 6: Boston Black Youth 15, 16, 17, 19 Years of Age

	15 Years	16 Years	17 Years	18 Years	19 Years	
Total	2,924	2,508	2,080	2,713	2,625	12,850

Source: American Community Survey 2014 – 2018 PUMS

Table 7: Labor Force Characteristics by Race and Ethnicity, Boston

	Blacks		Whites*		Asians		Latinx	
Total:	136795		277932		58767		102643	
Male:	61794		136326		26964		50148	
16 to 64 years:	53819		119455		23616		46212	
In labor force:	40235		97907		15760		35225	
In Armed Forces	106		513		0		17	
Civilian:	40129		97394		15760		35208	
Employed	34821		91881		14615		31959	
Unemployed**	5308	<b>13.2%</b>	5513	<b>5.6%</b>	1145	<b>7.3%</b>	3249	<b>9.2%</b>
Not in labor force	13584		21548		7856		10987	
65 years and over:	7975		16871		3348		3936	
In labor force:	1732		4593		300		907	
Employed	1603		4409		297		865	
Unemployed	129		184		3		42	
Not in labor force	6243		12278		3048		3029	
Female:	75001		141606		31803		52495	
16 to 64 years:	62770		119660		27644		47242	
In labor force:	47056		94949		17464		33391	
In Armed Forces	9		45		0		0	
Civilian:	47047		94904		17464		33391	
Employed	42594		91262		16127		30084	
Unemployed	4453	<b>9.5%</b>	3642	<b>3.8%</b>	1337	<b>7.7%</b>	3307	<b>9.9%</b>
Not in labor force	15714		24711		10180		13851	
65 years and over:	12231		21946		4159		5253	
In labor force:	2011		4309		354		566	
Employed	1963		4058		354		526	
Unemployed	48		251		0		40	
Not in labor force	10220		17637		3805		4687	

\* Whites in this table do not include Latinx persons.

\*\* *Not in the labor force* refers to persons who are neither employed nor unemployed; even if unemployed, persons are counted as part of the labor force. In other words, it would not be accurate to include persons '*Not in the labor force*' to calculate employment and unemployment levels.

Source: American Community Survey 2014 – 2018 5 Year Estimates

Table 8: Median Household Income\*

Blacks	\$ 42,175
Whites, Not Latinx	\$ 98,342
Asians	\$ 43,891
Latinx	\$ 34,852

\*2018 Inflation Adjusted Dollars

Source: American Community Survey 2014 – 2018 5 Year Estimates

Graph 1: Median Household Income by Race and Ethnicity

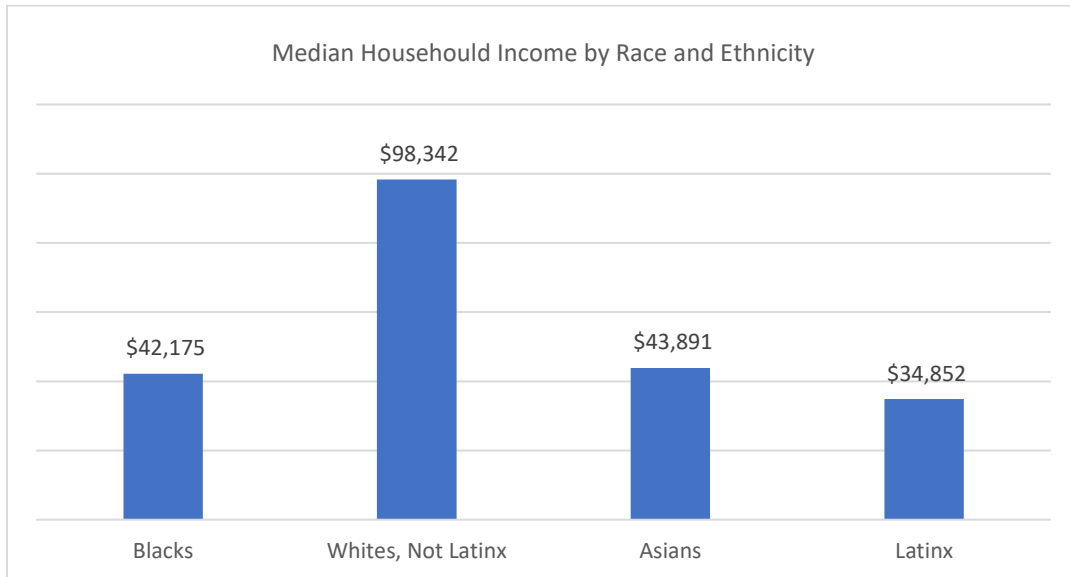




Table 9: Per Capita Income by Race and Ethnicity\*

Blacks	\$ 24,225
Whites Not Latinx	\$ 63,053
Asians	\$ 33,223
Latinx	\$ 20,934

\* in 2018 inflation adjusted dollars

Source: American Community Survey 2014 – 2018 5 Year Estimates

Graph 2: Per Capita Income by Race and Ethnicity (in 2018 inflation adjusted dollars)

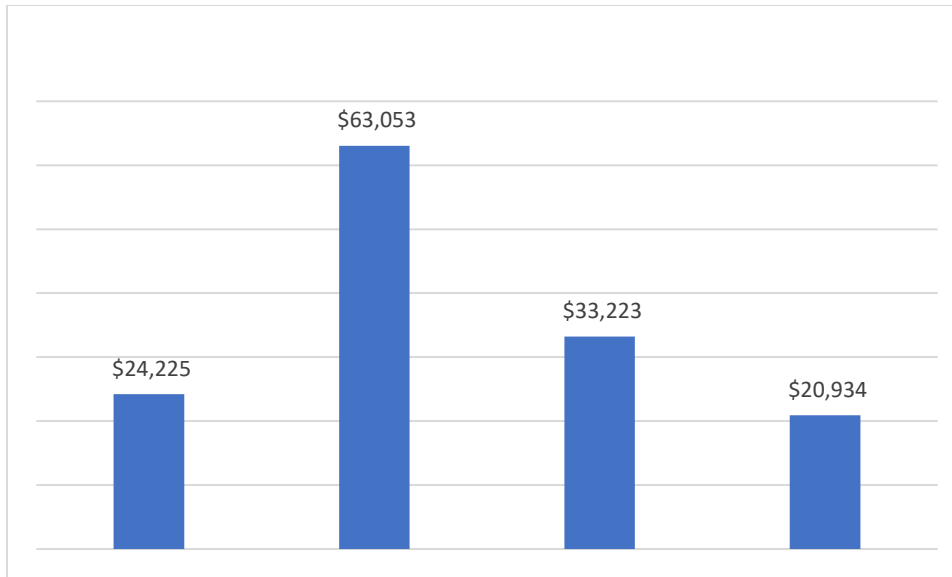


Table 10: Poverty by Race, Ethnicity, and Age

	Blacks		Whites*		Latinx		Asians	
Total Persons	167,590		276,110		128,698		59,018	
<b>Income in the past 12 months below poverty level:</b>	<b>39,606</b>	<b>23.6%</b>	<b>32,296</b>	<b>11.7%</b>	<b>40,322</b>	<b>31.3%</b>	<b>17,656</b>	<b>29.9%</b>
Under 5 years	3,824	9.7%	796	2.5%	3,676	9.1%	575	3.3%
5 years	920	2.3%	236	0.7%	870	2.2%	109	0.6%
6 to 11 years	4,862	12.3%	697	2.2%	5,559	13.8%	554	3.1%
12 to 14 years	2,140	5.4%	235	0.7%	2,244	5.6%	322	1.8%
15 years	644	1.6%	167	0.5%	1,022	2.5%	115	0.7%
16 and 17 years	1,372	3.5%	212	0.7%	1,498	3.7%	346	2.0%
18 to 24 years	4,758	12.0%	10,007	31.0%	5,628	14.0%	4,890	27.7%
25 to 34 years	5,168	13.0%	6,987	21.6%	5,994	14.9%	4,305	24.4%
35 to 44 years	4,025	10.2%	2,621	8.1%	4,625	11.5%	975	5.5%
45 to 54 years	4,171	10.5%	2,213	6.9%	3,250	8.1%	1,217	6.9%
55 to 64 years	3,781	9.5%	3,295	10.2%	2,630	6.5%	1,226	6.9%
65 to 74 years	2,320	5.9%	2,288	7.1%	2,140	5.3%	1,353	7.7%
75 years and over	1,621	4.1%	2542	7.9%	1186	2.9%	1669	9.5%

Source: American Community Survey 2014 – 2018 5 Year Estimates

\*Whites do not include Latinx persons

Table 11: Aggregate Household Income in Past 12 months, Race and Ethnicity

Black Households	\$ 3,736,133,800
White Households*	\$ 18,423,346,000
Asian Households	\$ 1,923,120,100
Latinx Households	\$ 2,611,791,800

\*Whites do not include Latinx households

Source: American Community Survey 2014 – 2018 5 Year Estimates

Table 12: Median Earnings Past 12 Months by Sex by Work Experience Persons 16 Years and Over with Earnings, Race and Ethnicity

	Black	White*	Asian	Latinx
Total (All):	\$ 30,439	\$ 54,838	\$ 29,780	\$ 24,437
Male				
Total	\$ 31,659	\$ 62,154	\$ 35,163	\$ 27,629
Worked full-time, year-round in the past 12 months	\$ 42,652	\$ 78,860	\$ 59,123	\$ 40,064
Other	\$ 11,728	\$ 13,047	\$ 10,715	\$ 11,874
Female				
Total	\$ 28,660	\$ 50,176	\$ 26,216	\$ 20,748
Worked full-time, year-round in the past 12 months	\$ 41,480	\$ 67,596	\$ 54,404	\$ 38,200
Other	\$ 11,033	\$ 11,214	\$ 8,725	\$ 11,243

\*Whites do not include Latinx persons

Source: American Community Survey 2014 – 2018 5 Year Estimates

Graph 3: Median Earnings Past 12 Months by Work Experiece Persons (16 years and older), Race and Ethnicity

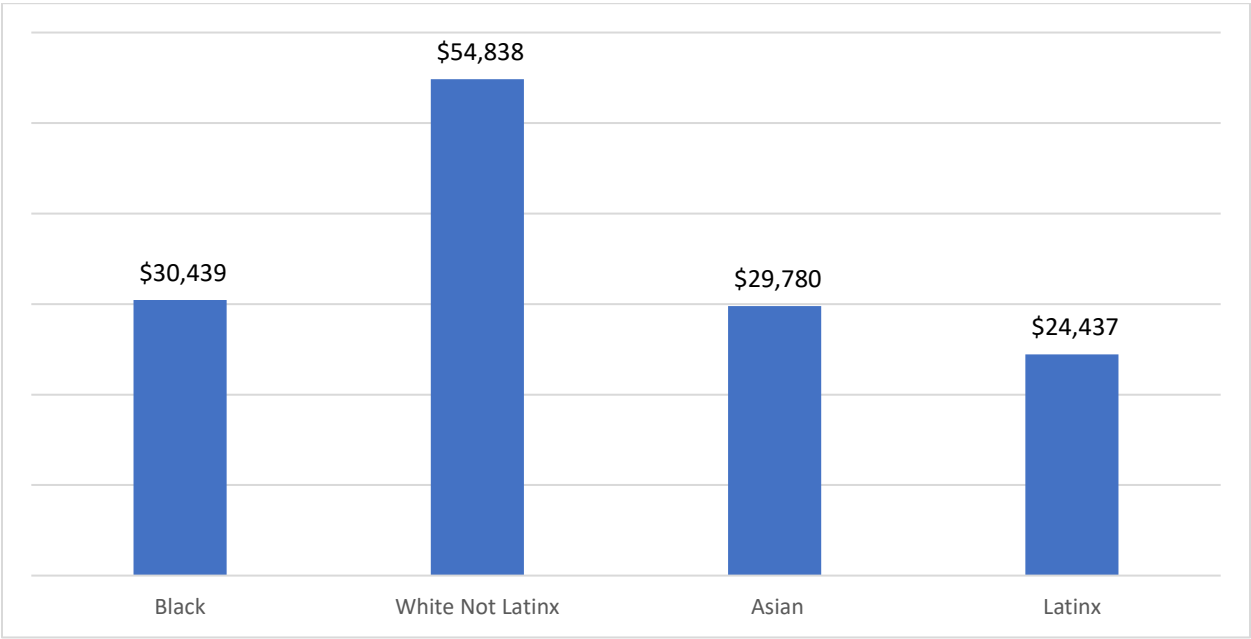


Table 13: Average Wages for Youth (18 to 24 Years) by Race and Ethnicity

	18 years	19 years	20 years	21 years	22 years	23 years	24 years
White*	2,245.40	3,508.00	5,335.50	7,273.90	11,752.80	<b>26,453.90</b>	<b>30,932.40</b>
Black	2,649.10	3,356.00	6,541.80	9,172.90	12,912.00	<b>14,197.30</b>	<b>18,786.80</b>
Asian	527.2	1,506.50	4,175.00	5,273.40	8,409.90	11,960.90	13,282.50
All Latinx	2,643.60	6,101.00	4,892.90	6,133.60	12,745.70	16,744.20	18,754.80
Not Latinx	2,023.10	2,801.90	5,509.80	7,686.10	11,477.10	22,542.20	27,129.30

\*can include Latinx persons

Source: Public Use Microdata Sample 2013 – 2017

Table 14: Census Tracts in Boston Where 70% or More are Black Households, Net Worth

Aggregate Value of CDs; Savings Bonds; Bonds; Stocks and Mutual Funds	Aggregate Value of Home Equity	Aggregate Assets	Aggregate Debts	Aggregate Net Worth
2,329,652,257	4,388,733,878	13,253,323,253	1,934,750,854	11,318,572,395

Source: ACS 2013-2017; Federal Reserve Board, Survey of Consumer Finances, 2016 Applied Geographic Solutions demographic estimates, 2018 Applied Geographic Solutions, 2018: “The data are derived from a statistical and geographic analysis of a Census Bureau survey known as the Survey of Consumer Finances (SCF). The current survey release is the 2016 Survey of Consumer Finance ... Consistency checks were undertaken in order to ensure that the results at the block group level were consistent in the aggregate with overall published estimates.”

See, <https://www.appliedgeographic.com/assets-debts-and-network/>

Table 15: Household Income Distribution by Blacks and Whites

	Blacks	Whites*
Less than \$10,000	13.8%	6.1%
\$10,000 to \$14,999	9.7%	4.5%
\$15,000 to \$19,999	6.3%	2.9%
\$20,000 to \$24,999	5.1%	3.0%
\$25,000 to \$29,999	4.4%	2.5%
\$30,000 to \$34,999	5.5%	2.5%
\$35,000 to \$39,999	4.7%	2.3%
\$40,000 to \$44,999	4.6%	2.5%
\$45,000 to \$49,999	3.7%	2.2%
\$50,000 to \$59,999	6.9%	5.4%
\$60,000 to \$74,999	8.7%	8.6%
\$75,000 to \$99,999	8.9%	11.4%
\$100,000 to \$124,999	6.4%	11.2%
\$125,000 to \$149,999	4.3%	8.0%
\$150,000 to \$199,999	4.0%	11.0%
\$200,000 or more	3.1%	15.9%

\*Whites do not include Latinx households

Source: American Community Survey 2013 – 2017

Graph 4: Proportion Aggregate Household Income by Race and Ethnicity, \$25,000 and Under and \$75,000 or More,  
Race and Ethnicity

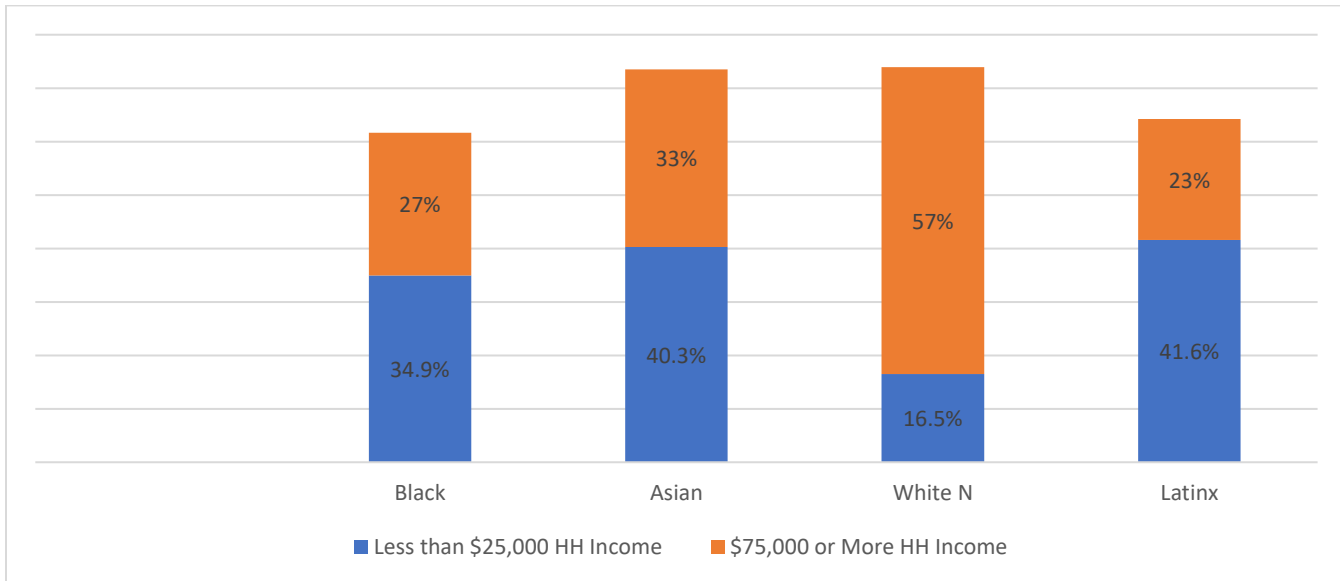


Table 16: Zip Codes and Census Tracts with 70% or Higher Black Population by Select Financial Characteristics

Census Tracts	Zip Code	Projected Population 2023	Black Population	% of Black	Total Personal Income	Total HH Income	Retail Sales	Savings Checking CD Accounts
25025101102	02126	5201	4578	88.0%	\$ 137,823,988	\$ 135,564,778	\$ 30,354,000	\$ 8,991,000
25025101001	02126	6463	5569	86.2%	\$ 238,344,970	\$ 238,344,970	\$ 55,139,000	\$ 16,326,000
25025101101	02126	3717	3160	85.0%	\$ 130,665,108	\$ 130,665,108	\$ 35,992,000	\$ 7,457,000
25025100300	02124	3884	3256	83.8%	\$ 140,394,424	\$ 138,727,548	\$ 13,528,000	\$ 8,686,000
25025100200	02124	3284	2746	83.6%	\$ 105,005,370	\$ 104,391,585	\$ 27,662,000	\$ 6,748,000
25025101002	02126	5885	4810	81.7%	\$ 198,671,793	\$ 189,197,086	\$ 79,987,000	\$ 15,685,000
25025092300	02124	3405	2749	80.7%	\$ 109,135,525	\$ 108,899,088	\$ 12,997,000	\$ 8,039,000
25025082000	02121	3295	2595	78.8%	\$ 153,581,348	\$ 153,581,348	\$ 13,718,000	\$ 10,233,000
25025090100	02121	5374	4133	76.9%	\$ 147,965,454	\$ 147,573,580	\$ 28,610,000	\$ 12,596,000
25025091900	02121	4529	3463	76.5%	\$ 136,170,833	\$ 135,400,133	\$ 22,355,000	\$ 10,957,000
25025081700	02119	4533	3459	76.3%	\$ 103,583,375	\$ 102,529,864	\$ 28,974,000	\$ 10,777,000
25025140400	02136	9000	6803	75.6%	\$ 352,461,320	\$ 352,461,320	\$ 58,636,000	\$ 31,278,000
25025092400	02124	6098	4441	72.8%	\$ 155,212,140	\$ 154,900,570	\$ 55,985,000	\$ 15,047,000
25025100400	02124	5713	4134	72.4%	\$ 237,096,384	\$ 230,540,088	\$ 37,810,000	\$ 19,122,000
25025100100	02124	6507	4706	72.3%	\$ 153,196,324	\$ 151,721,040	\$ 30,006,000	\$ 15,393,000
25025081900	02121	3688	2665	72.3%	\$ 109,925,765	\$ 107,988,380	\$ 22,086,000	\$ 10,259,000
25025081800	02119	3459	2455	71.0%	\$ 95,537,114	\$ 94,662,680	\$ 33,077,000	\$ 9,958,000
<b>Total</b>					<b>\$ 2,704,771,235</b>	<b>\$ 2,677,149,166</b>	<b>\$ 586,916,000</b>	<b>\$ 217,552,000</b>

Source: Table prepared based on 2023 projections generated by EASI Analytic Software, Inc. (EASI) utilizing census, ACS and other reported data; see [www.easidemographics.com](http://www.easidemographics.com)

Table 17: Class of Worker by Race\*

	Whites	Blacks
Employee of a private for-profit company or business, or of an individual, for wages, salary, or commissions	69.0%	65.5%
Employee of a private not-for-profit, tax-exempt, or charitable organization	18.7%	18.8%
Local government employee (city, county, etc.)	4.1%	6.5%
State government employee	2.2%	4.5%
Federal government employee	1.2%	2.3%
Self-employed in own not incorporated business, professional practice, or farm	3.4%	1.6%
Self-employed in own incorporated business, professional practice, or farm	1.5%	0.7%

\*16 years and over; not including family unpaid workers or unemployed

Source: Public Use Microdata Sample 2014 -2018

Table 18: Predominantly Black Neighborhoods in Boston by Median Household Income and Buying Income

	Median Household Income	Average Effective Buying Income	Median Effective Buying Income	Aggregate Effective Buying Income
Roxbury	\$28,455	\$39,670	\$24,876	\$828,988,527
Mattapan	\$43,757	\$46,730	\$37,685	\$429,966,049
Dorchester	\$49,445	\$54,069	\$41,434	\$2,437,601,221
Boston	\$59,293	\$72,523	\$47,722	\$20,357,627,500

Source: Nielson Claritas Population Estimates, 2017

Table 19: Predominantly Black Zip Codes by Family Type, and Buying Power

Zip Codes	Married-couple Householder Buying Power	Male Only Householder Buying Power	Female Only Householder Buying Power	Nonfamily Householder Buying Power
02119 Roxbury	80,228,427	27,557,242	121,964,832	200,230,607
02121 Roxbury	54,547,452	29,055,767	139,813,911	129,834,477
02122 Dorchester	147,561,949	35,676,888	117,967,677	189,262,967
02124 Dorchester	255,477,558	66,775,990	294,299,632	344,899,758
02125 Dorchester	183,754,995	26,792,044	153,173,638	313,178,714
02126 Mattapan	105,771,846	33,975,494	137,410,916	129,038,732

Source: ACS 2013 – 2017; accessed with Maptitude 2019 Software



Table 20: Businesses by Type, Employees and Sales, Mattapan and Roxbury

	Mattapan			Roxbury		
	Total Businesses	Total Employees	Sales	Total Businesses	Total Employees	Sales
	638	5,159	\$1,068,089,395	2,166	27,516	\$4,733,344,226
Retail Trade	75	987	\$361,810,000	192	1,640	\$468,454,000
Motor Vehicle & Parts Dealers	4	12	\$5,055,000	12	83	\$23,171,000
Furniture & Home Furnishing	1	20	\$6,183,000	7	29	\$8,688,000
Electronics and Appliance Stores	3	9	\$3,293,000	8	34	\$11,712,000
Building Material & Garden Equipment	4	76	\$18,258,000	10	155	\$25,017,000
Food and Beverage Stores	22	400	\$77,820,000	61	266	\$49,998,000
Health and Personal Care Stores	7	129	\$32,944,000	16	127	\$51,290,000
Gasoline Stations	8	45	\$55,080,000	8	26	\$31,824,000
Clothing and Accessories Stores	12	36	\$8,325,000	17	101	\$26,963,000
Sporting Goods, Hobby, Book, and Music Stores	4	9	\$2,081,000	8	47	\$8,988,000
General Merchandise Stores	2	4	\$554,000	13	67	\$9,910,000
Miscellaneous Store Retailers	7	54	\$15,856,000	30	508	\$81,705,000
Nonstore Retailers	1	193	\$136,361,000	2	197	\$139,188,000
Finance and Insurance	39	138	\$53,507,000	84	390	\$194,243,000
Credit Intermediation, Related Activities	24	53	\$21,507,000	65	309	\$165,794,000
Securities, Comm Contracts, Financial Investments and Related Activities	6	39	\$21,680,000	6	40	\$17,303,000
Insurance Carriers and Related Activities	9	46	\$10,320,000	13	41	\$11,146,000
Accommodation and Food Services	36	262	\$19,392,000	120	1,668	\$127,603,000
Accommodation	0	0	\$0	5	141	\$21,255,000
Food Services and Drinking Places	36	262	\$19,392,000	115	1,527	\$106,348,000
Other Services (except Public Administration)	150	881	\$75,740,728	344	2,296	\$136,708,149
Repair and Maintenance	13	91	\$11,308,000	42	218	\$29,548,000
Personal and Laundry Services	61	296	\$30,781,000	88	268	\$19,346,000
Religious, Grant Making, Civic, Professional, Similar Organizations	76	494	\$33,651,728	214	1,810	\$87,814,149
Agriculture, Forestry, Fishing and Hunting	0	0	\$0	6	28	\$3,200,000
Mining, Quarrying, Oil, Gas Extraction	0	0	\$0	1	11	\$3,371,000
Utilities	0	0	\$0	1	800	\$234,606,000
Construction	38	190	\$62,062,000	87	1,284	\$353,987,000
Manufacturing	10	51	8,729,000	41	769	279,778,000
Wholesale Trade	7	25	\$132,122,000	70	854	\$1,486,736,000
Transportation and Warehousing	22	173	23,471,000	39	657	73,772,000
Information	18	86	\$53,473,000	44	350	\$98,431,000
Real Estate and Rental and Leasing	37	211	\$88,672,000	132	920	\$320,257,000
Profl, Scientific, and Tech Services	42	395	\$43,596,000	119	1,345	\$196,677,000
Management of Companies, Enterprises	0	0	\$0	1	8	\$7,102,000
Admin, Support, Waste Mgmt Remediation	19	120	\$20,946,000	60	520	\$91,428,000
Educational Services	13	418	\$6,155,667	69	2,177	\$37,880,957
Healthcare and Social Assistance	120	931	\$113,386,000	664	4,813	\$557,458,100
Arts, Entertainment, and Recreation	8	32	\$2,919,000	46	703	\$38,054,100
Public Administration	4	259	\$2,108,000	46	6,283	\$23,597,920

Source: Raw data provided by Claritas/EnvironAnalytics/InfoUSA (2020); GIS analysis utilized to determine values for Mattapan and Roxbury

Table 21: Consumer Expenditure Projections for 2023, Roxbury, Mattapan, and Boston

	Mattapan2023	Roxbury2023	Boston*
Pop2023	26,558	57,536	723,716
Total Personal Inc	\$ 926,102,982	\$ 1,532,687,245	\$ 39,691,693,187
Total Household Inc	\$ 911,772,457	\$ 1,459,992,218	\$ 38,702,283,131
Retail Sales	\$ 252,548,000	\$ 513,256,000	\$ 20,738,316,000
Annual Expenditures	\$ 633,105,000	\$ 1,231,855,000	\$ 24,842,079,000
Motor Vehicles	\$ 27,747,000	\$ 47,341,000	\$ 1,198,075,000
Property Tax	\$ 15,591,000	\$ 29,537,000	\$ 767,254,000
Utilities Public Service	\$ 48,270,000	\$ 95,446,000	\$ 1,487,304,000
Babysitting	\$ 1,544,000	\$ 2,924,000	\$ 60,825,000
Elder Care	\$ 152,000	\$ 498,000	\$ 13,709,000
Transportation	\$ 105,519,000	\$ 204,870,000	\$ 3,684,540,000
Education	\$ 14,435,000	\$ 28,649,000	\$ 728,020,000
Late Payments Credit Card	\$ 3,350,000	\$ 6,521,000	\$ 123,557,000
Late Payment Student Loan	\$ 1,878,000	\$ 3,688,000	\$ 65,061,000
Late Payment Loan	\$ 1,022,000	\$ 1,761,000	\$ 18,943,000
Contribution Charity	\$ 1,761,000	\$ 4,026,000	\$ 237,735,000
Contribution Religious	\$ 10,134,000	\$ 17,569,000	\$ 303,049,000
Contribution Educ	\$ 280,000	\$ 697,000	\$ 35,788,000
Contribution Political	\$ 128,000	\$ 266,000	\$ 8,714,000
Savings Checking CD	\$ 71,924,000	\$ 173,647,000	\$ 5,660,024,000
Value Stocks Bonds	\$ 54,367,000	\$ 148,691,000	\$ 7,680,348,000
Value Insurances	\$ 43,967,000	\$ 82,246,000	\$ 2,030,289,000
Value Retirement	\$ 435,397,000	\$ 936,927,000	\$ 31,733,560,000
Value Other Financial	\$ 9,559,000	\$ 35,353,000	\$ 1,050,520,000

\* The values for Boston include Mattapan and Roxbury.

Source: This table is based on GIS application of projected 2023 consumer expenditures calculated by EASI Analytics and based on the Federal Reserve Bank's Survey of Consumer Expenditures (2016)

Table 22: School Enrollment for Persons 3 Years and Over, by Race and Ethnicity

	Latinx	% Dist Latinx	Blacks	% Dist Blacks	Asians	% Dist Asian	Whites*	% Dist White Non-Latinx
Total:	123,718		163,029		62,092		292,874	
Enrolled in school:	42,760		50,751		23,613		72,094	
Enrolled in nursery school, preschool	1,845	4.3%	2,254	4.4%	248	1.1%	3,013	4.2%
Enrolled in kindergarten	2,809	6.6%	3,415	6.7%	470	2.0%	1,835	2.5%
Enrolled in grade 1	2,158	5.0%	2,285	4.5%	465	2.0%	1,103	1.5%
Enrolled in grade 2	1,752	4.1%	2,169	4.3%	280	1.2%	1,203	1.7%
Enrolled in grade 3	1,848	4.3%	2,114	4.2%	282	1.2%	1,066	1.5%
Enrolled in grade 4	2,073	4.8%	2,357	4.6%	549	2.3%	1,324	1.8%
Enrolled in grade 5	1,793	4.2%	2,012	4.0%	402	1.7%	1,033	1.4%
Enrolled in grade 6	1,836	4.3%	2,030	4.0%	581	2.5%	991	1.4%
Enrolled in grade 7	2,011	4.7%	2,344	4.6%	495	2.1%	1,131	1.6%
Enrolled in grade 8	1,638	3.8%	2,526	5.0%	467	2.0%	913	1.3%
Enrolled in grade 9	2,008	4.7%	2,609	5.1%	400	1.7%	1,189	1.6%
Enrolled in grade 10	2,381	5.6%	2,841	5.6%	634	2.7%	983	1.4%
Enrolled in grade 11	1,547	3.6%	2,385	4.7%	604	2.6%	1,079	1.5%
Enrolled in grade 12	1,905	4.5%	2,991	5.9%	292	1.2%	1,166	1.6%
Enrolled in college, undergraduate years	12,055	28.2%	13,534	26.7%	10,762	45.6%	37,691	52.3%
Graduate or professional school	3,101	7.3%	2,885	5.7%	6,682	28.3%	16,374	22.7%
Not enrolled in school	80,958		112,278		38,479		220,780	

Source: American Community Survey 2013 – 2017 5 Year Estimates

\*Does not include Latinx persons

Table 23: Education Attainment Persons 25 Years and Over, Sex, Race and Ethnicity

	Latinx	Black	Asian	White*
Total	75,899	108,833	42,836	225,135
Male:	36,150	47,991	19,763	111,540
<i>Less than high school diploma</i>	<i>34.8%</i>	<i>17.5%</i>	<i>19.7%</i>	<i>5.0%</i>
<i>High school graduate (includes equivalency)</i>	<i>29.7%</i>	<i>35.3%</i>	<i>19.2%</i>	<i>14.4%</i>
<i>Some college or associate degree</i>	<i>16.4%</i>	<i>27.7%</i>	<i>10.2%</i>	<i>14.1%</i>
<i>'bachelors' degree or higher</i>	<i>19.1%</i>	<i>19.5%</i>	<i>50.9%</i>	<i>66.6%</i>
Female:	39,749	60,842	23,073	113,595
<i>Less than high school diploma</i>	<i>29.9%</i>	<i>17.4%</i>	<i>25.9%</i>	<i>4.3%</i>
<i>High school graduate (includes equivalency)</i>	<i>27.2%</i>	<i>29.6%</i>	<i>15.4%</i>	<i>13.3%</i>
<i>Some college or associate degree</i>	<i>21.5%</i>	<i>30.3%</i>	<i>8.6%</i>	<i>13.0%</i>
<i>'bachelors' degree or higher</i>	<i>21.4%</i>	<i>22.7%</i>	<i>50.1%</i>	<i>69.4%</i>

\*Does not include Latinx persons

Source: American Community Survey 2013 – 2017 5 Year Estimates

Table 24: Occupation Distribution by Race and Ethnicity

	Latinx	Whites*	Blacks	Asians
Total:				
<i>Male:</i>	<i>31,483</i>	<i>95,756</i>	<i>35,991</i>	<i>14,551</i>
Management, business, science, and arts occupations	21.7%	61.0%	25.2%	54.5%
Service occupations	38.5%	10.8%	27.7%	18.4%
Sales and office occupations	14.6%	17.2%	19.3%	12.7%
Natural resources, construction, and maintenance occupations	11.8%	5.9%	10.4%	4.7%
Production, transportation, and material moving occupations	13.5%	5.1%	17.5%	9.7%
<i>Female:</i>	<i>29,385</i>	<i>93,899</i>	<i>43,710</i>	<i>15,547</i>
Management, business, science, and arts occupations	28.5%	66.0%	32.4%	51.6%
Service occupations	42.0%	11.6%	33.5%	21.0%
Sales and office occupations	24.7%	20.6%	29.2%	21.0%
Natural resources, construction, and maintenance occupations	0.5%	0.4%	0.4%	0.6%
Production, transportation, and material moving occupations	4.3%	1.3%	4.5%	5.7%

\*Whites do not include Latinx persons

Source: American Community Survey 2013 – 2017

Table 25: Presence of Computer and Internet Subscription by Race and Ethnicity

	Blacks		Whites*		Asians		Latinx	
Total:	166,395		273,365		58,902		127,972	
<b>Has a computer:</b>	<b>152,075</b>	<b>91.4%</b>	<b>260,118</b>	<b>95.2%</b>	<b>54,822</b>	<b>93.1%</b>	<b>117,455</b>	<b>91.8%</b>
<i>With dial-up Internet subscription alone</i>	<i>593</i>	<i>0.4%</i>	<i>477</i>	<i>0.2%</i>	<i>12</i>	<i>0.0%</i>	<i>310</i>	<i>0.3%</i>
<i>With a broadband Internet subscription</i>	<i>134,369</i>	<i>88.4%</i>	<i>250,163</i>	<i>96.2%</i>	<i>52,183</i>	<i>95.2%</i>	<i>107,258</i>	<i>91.3%</i>
<i>Without an Internet subscription</i>	<i>17,113</i>	<i>11.3%</i>	<i>9,478</i>	<i>3.6%</i>	<i>2,627</i>	<i>4.8%</i>	<i>9,887</i>	<i>8.4%</i>
No Computer	14,320		13,247		4,080		10,517	

\*Whites do not include Latinx persons

Source: American Community Survey 2014 - 2018

Table 26: Educational Attainment Persons 25 Years and Over by Sex and Race

	Blacks		Whites*	
Total:	111,601		228,082	
Male:	49,377		113,132	
Less than high school diploma	8,192	16.6%	5,409	4.8%
High school graduate (includes equivalency)	16,940	34.3%	15,313	13.5%
Some college or associate degree	14,350	29.1%	15,594	13.8%
'bachelors' degree or higher	9,895	20.0%	76,816	67.9%
Female:	62,224		114,950	
Less than high school diploma	10,289	16.5%	4,535	3.9%
High school graduate (includes equivalency)	18,595	29.9%	14,447	12.6%
Some college or associate degree	19,261	31.0%	14,172	12.3%
'bachelors' degree or higher	14,079	22.6%	81,796	71.2%

\*Whites do not include Latinx persons

Source: American Community Survey 2014 – 2018

Graph 5: Educational Attainment Persons 25 Years and Over by Sex and Race

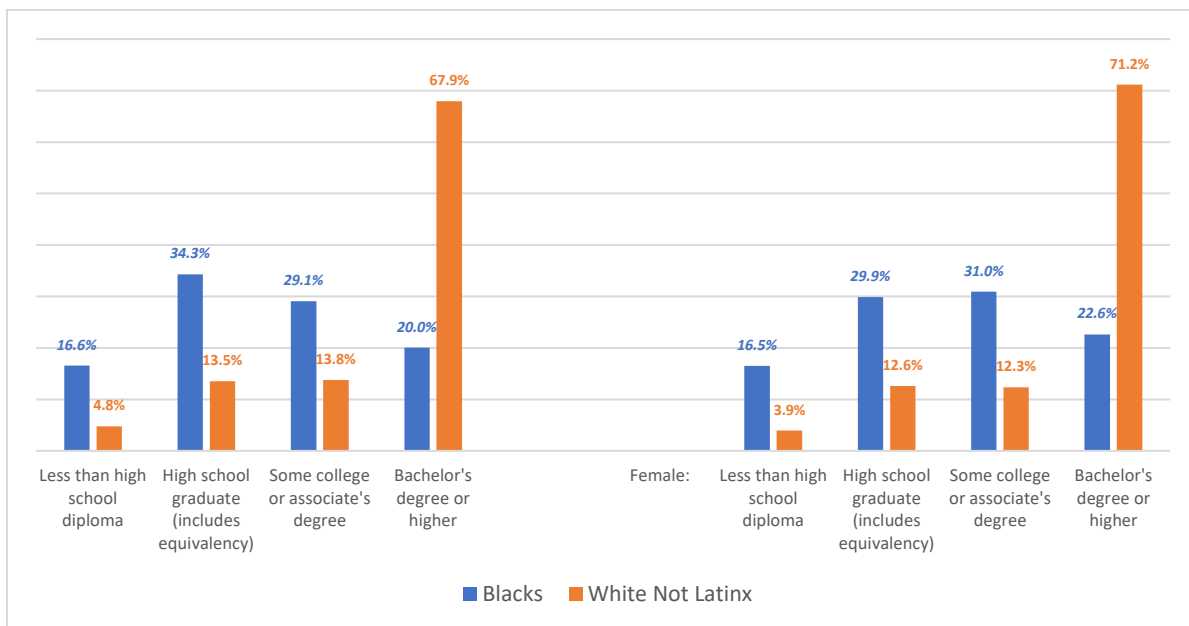


Table 27: Average Wages/Salaries by Educational Attainment, Race

	Whites*	Blacks*	Asians*
HS Diploma or Equivalency	\$ 16,731.31	\$ 21,282.57	\$ 14,768.12
Associate or 'bachelors' Degree	\$ 56,943.48	\$ 38,898.41	\$ 39,160.94
Master's Degree	\$ 70,757.24	\$ 44,080.72	\$ 60,272.71

\*Does not include Latinx persons

Source: American Community Survey 2014 – 2018 Public Use Microdata Sample, Boston

Table 28: Average Wages and Salaries by Educational Attainment, Latinx Persons

All Latinx HS Dipl or Equivalent	\$ 16,054
All Latinx Masters	\$ 55,224
All Latinx Assoc and BA	\$ 40,727

Source: American Community Survey 2014 – 2018 Public Use Microdata Sample, Boston

Graph 6: Average Wages/Salaries by Educational Attainment, Race

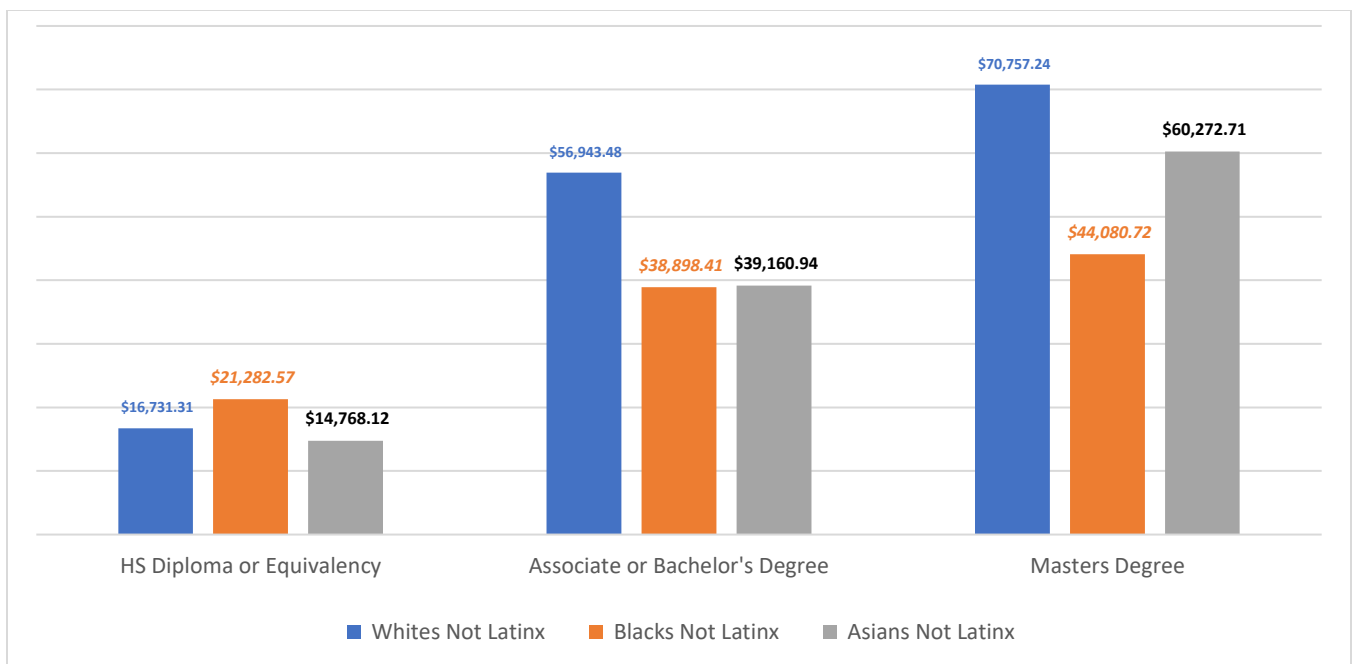


Table 29: Persons in High School (Grades 11 and 12) Who Worked Last Week by Race and Ethnicity

Blacks: 78.9%
Whites: 54.4%
Latinx: 68.5%
Dominicans: 83.9%
Salvadoran: 75.1%

Source: Public Use Microdata Sample 2012 – 2016

Table 30: Tenure by Race and Ethnicity

	Black		White*		Asian		Latinx	
Total	59344		136645		23971		44527	
Owner occupied	17640	29.7%	60803	44.5%	6854	28.6%	7197	16.2%
Renter occupied	41704	70.3%	75842	55.5%	17117	71.4%	37330	83.8%

\*White does not include Latinx persons

Source: American Community Survey 2014 – 2018 5 Year Estimates

Table 31: Households paying 50% or More Income as Gross Rent by Race and Ethnicity

Whites	8.9%
Blacks	15.7%
Asians	14.5%
All Latinx	20.4%

Source: American Community Survey 2014 – 2018 Public Use Microdata Sample

Table 32: Number of Households and Household Type and Size Reported by HUD as Severe Cost Burden

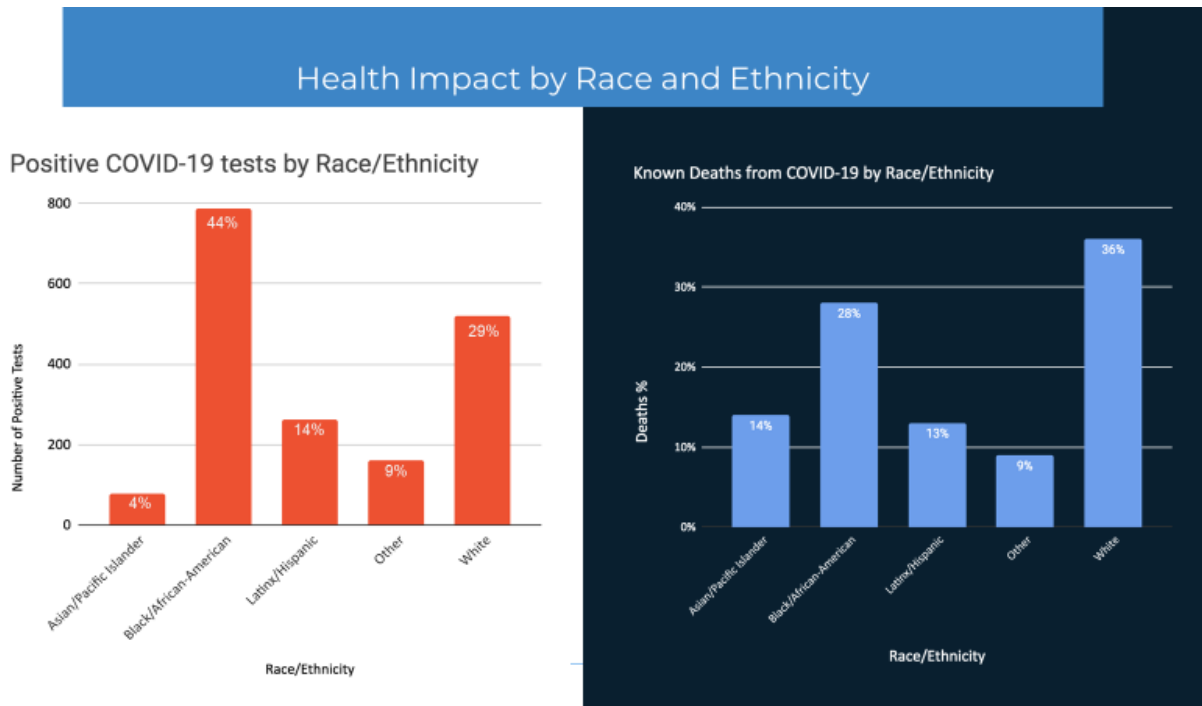
Race/Ethnicity	# with severe cost burden*	# households	% with severe cost burden
White, Non-Hispanic	24,730	133,250	18.6
Black, Non-Hispanic	13,590	51,575	26.4
Hispanic	9,260	35,960	25.8
Asian or Pacific Islander, Non-Hispanic	4,975	21,085	23.6
Native American, Non-Hispanic	190	424	44.8
Other, Non-Hispanic	1,770	7,110	24.9
Total	54,515	249,415	

Source: HUD Table 10 Version AFFHT0004

\*Severe housing cost burden is defined by HUD as gross rents for housing at 50% or higher of income; gross rent, unlike contract rent, includes housing costs such as utilities.



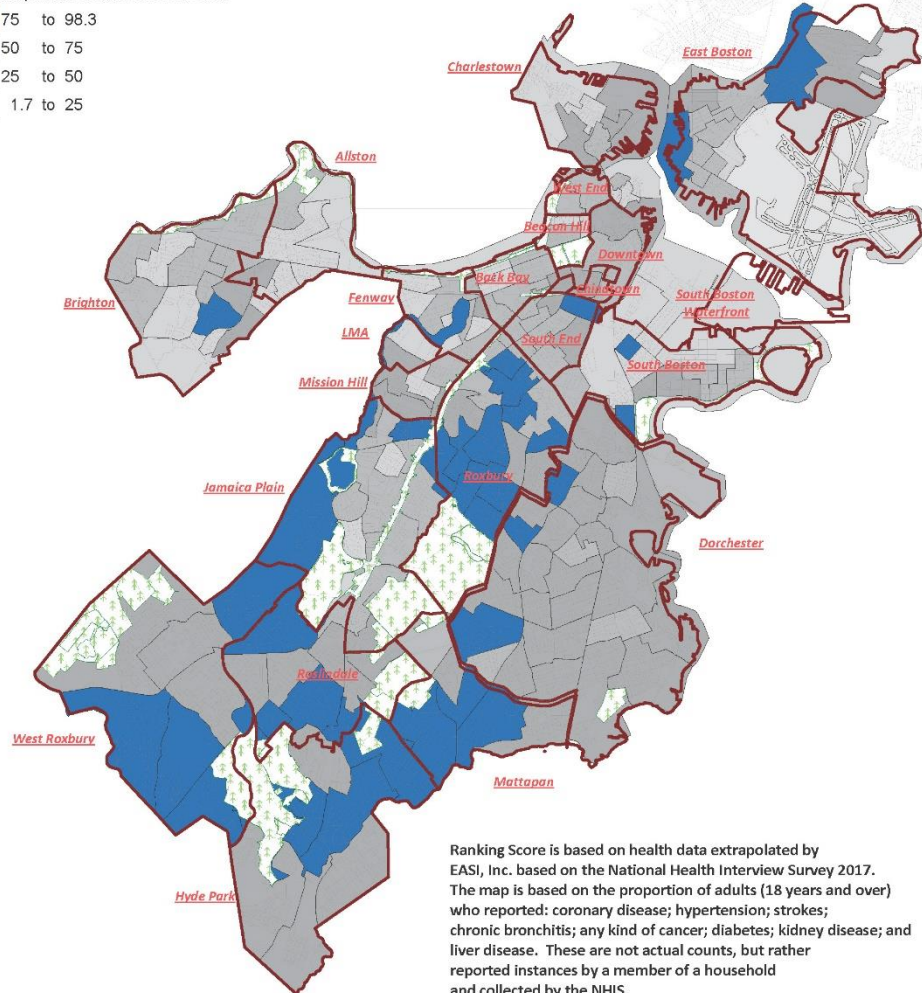
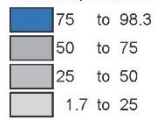
Table 33: Health Impact by Race and Identity as Reported by Boston BPDA<sup>62</sup>



<sup>62</sup> This table is based a BPDA Research Division report, *Early Evidence on the Economic Impact of COVID-19 in Boston* (April 6th, 2020); can be accessed at <http://www.bostonplans.org/getattachment/d7e2fddf-c0c5-40a2-a21c-adb8e2a4f768>

Map 10: National Health Interview Survey Ranking Scores by Tracts and Neighborhoods Ranking Scores by Tracts

Ranking Scores by Tracts  
EASI Extrapolated Values from NHIS 2017



Ranking Score is based on health data extrapolated by EASI, Inc. based on the National Health Interview Survey 2017. The map is based on the proportion of adults (18 years and over) who reported: coronary disease; hypertension; strokes; chronic bronchitis; any kind of cancer; diabetes; kidney disease; and liver disease. These are not actual counts, but rather reported instances by a member of a household and collected by the NHIS.

The ranking score is organized by census tracts and neighborhoods. Higher scores reflect higher percentages in the above categories.

Table 34: Health Insurance Coverage Status by Age, Race and Ethnicity

	Blacks		Asians		White*		Latinx	
Total:	169,767		65,420		299,383		132,845	
Under 19 years:	42,250		9,501		32,313		37,347	
With health insurance coverage	41,736		9,345		31,708		36,846	
<b>No health insurance coverage</b>	514	1.2%	156	1.6%	605	1.9%	501	1.3%
19 to 64 years:	107,944		48,412		229,817		86,574	
With health insurance coverage	101,191		46,100		223,082		79,703	
<b>No health insurance coverage</b>	6,753	6.3%	2,312	4.8%	6,735	2.9%	6,871	7.9%
65 years and over:	19,573		7,507		37,253		8,924	
With health insurance coverage	19,392		7,488		37,034		8,836	
<b>No health insurance coverage</b>	181	0.9%	19	0.3%	219	0.6%	88	1.0%

\*Whites do not include Latinx Persons

Source: American Community Survey 2014 – 2018 5 Year Estimates

Table 35: Disability by Under 18 years, 18 to 64 Years, Race and Ethnicity

	Black	Asian	White*	Latinx
Total:	169767	65420	299383	132845
<b>Under 18 years:</b>	39509	7932	26718	34694
With a disability	5.9%	3.2%	3.0%	5.5%
No disability	94.1%	96.8%	97.0%	94.5%
<b>18 to 64 years:</b>	110685	49981	235412	89227
With a disability	15.3%	5.0%	6.6%	12.7%
No disability	84.7%	95.0%	93.4%	87.3%
<b>65 years and over:</b>	19573	7507	37253	8924
With a disability	44.3%	45.1%	37.0%	51.0%
No disability	55.7%	54.9%	63.0%	49.0%

\*Whites do not include Latinx Persons

Source: American Community Survey 2014 – 2018 5 Year Estimates

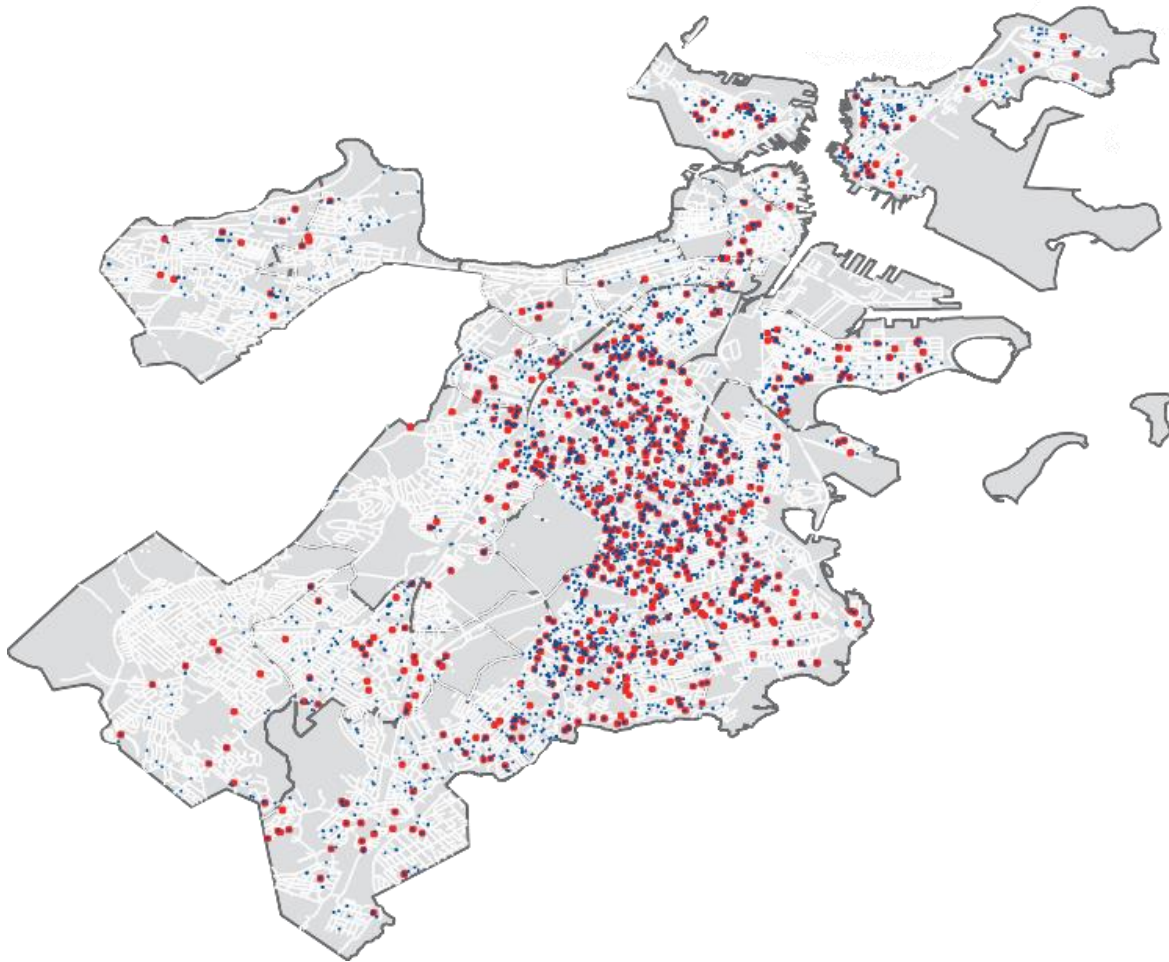
Table 36: Selected Demographics Characteristics for 2013 Arrests as Share of Total Population in the United States and New England Reported by Robert Clifford and Riley Sullivan<sup>63</sup>

Table 1	Selected Demographic Characteristics for 2013 Arrests as Share of Total Population In the United States and New England					
	United States			New England		
	Arrests	Population	Per 100 Residents	Arrests	Population	Per 100 Residents
Total Arrests	10,750,595	296,897,220	3.6	388,555	14,639,742	2.7
	Percent Share:			Percent Share:		
Adult (18 years+)	89.8	73.8	4.4	91.5	76.1	3.2
Age 20–24 years	19.7	7.3	9.8	20.4	7.0	7.8
Male	73.8	49.2	5.4	73	48.7	4.0
Age 20–24 years	14.6	3.7	14.3	15	3.5	11.2
White	70.3	77.6	3.3	81.3	85.5	2.5
Black	27.1	12.9	7.6	17.6	7.4	6.3
Asian & Native American	2.6	9.5	1.0	1.1	7.1	0.4

Sources: Federal Bureau of Investigation Uniform Crime Reports and U.S. Census Bureau Decennial Population Estimates.  
 Note: The U.S. totals exclude Florida. The per 100 resident measures are not directly comparable with the measures that use FBI population counts. Unfortunately, the FBI does not provide demographic breakdowns of their jurisdiction populations counts, so calculating per resident arrest rates by demographic characteristics is not possible using the source data. The measures here use state-wide demographic populations counts.

<sup>63</sup> This table is from Robert Clifford and Riley Sullivan, *The Criminal Population of New England: Records, Convictions, and Barriers to Employment*, Federal Reserve Bank of Boston (March 2017).

Map 11: Suffolk County House of Correction Commitments and Nashua Street Jail Detentions (2013) <sup>64</sup>



<sup>64</sup> This map and data are taken directly from *The Geography of Incarceration – Special Report 2016*

## Appendix D: Online and Other Sources for Research and Government Reports

### Economic Development and Opportunity

- [The Color of Wealth in Boston](#)
- [Reducing Racial Wealth Inequalities in Greater Boston: Building a Shared Agenda](#)
- [Family Financial Resources among Boston Residents: Flow by Race and Ethnicity](#)
- [The Catapult Papers: Essays on the Future of Workforce Development](#)
- [Giving Black Boston: An Intimate Portrait of Black Stewardship in Boston](#)
- Melvin B. Miller, *Boston's Banner Years 1965-2015: A Saga of Black Success*" (Bloomington, Indiana: Archway Publishing, 2018).

### Education

- [State of Early Education and Care in Boston: Supply, Demand, Affordability and Quality](#)
- [An Evaluation of Equity in the Boston Public Schools' Home-Based Assignment Policy](#)
- District Review Report: Boston Public Schools (2020)
- [Excellence and Equity for All: Unlocking Opportunities for Off-Track Youth in Boston Public Schools](#)
- [Promising Practices and Unfinished Business: Fostering Equity and Excellence for Black and Latino Males](#)

### Housing Justice

- [The Greater Boston Housing Report Card 2019: Supply, Demand and the Challenge of Local Control](#)
- [PlaceMatters](#)
- [Mapping Over Two Decades of Neighborhood Change in the Boston Metropolitan Area](#)
- [Separate and Unequal: Residential Segregation](#)
- *Assessment of Affirmatively Furthering Fair Housing in Boston (June 2019).*

### Criminal Justice/Public Safety

- [The Geography of Incarceration](#)
- Robert Clifford and Riley Sullivan, *The Criminal Population of New England: Records, Convictions, and Barriers to Employment*, Federal Reserve Bank of Boston (March 2017).
- [How Do Summer Youth Employment Programs Improve Criminal Justice Outcomes, and for Whom?](#)
- [Black, Brown, and Targeted](#)
- [Policing Dissent: Police Surveillance of Lawful Political Activity in Boston](#)

### Environmental Justice

- [Race Best Predicts Where You Live Near Pollution](#)
- [Climate Justice for the City of Boston: Visioning Policies and Processes](#)
- Glynn Lloyd, "The Future of Urban Farming" *Slow Money Journal* (Winter 2017)
- Penn Loh and Julian Agyeman, "Urban Food Sharing and the Emerging Boston Food Solidarity Economy" *Geoforum*, Vol 99 (2019)

### Political Action and Civic Engagement

- [Mapping Momentum for Boston's Youth](#)

- [Race to Lead: Confronting the Nonprofit Racial Leadership Gap](#)
- [Racial Inequities, Policy Solutions: Perceptions of Boston's Communities of Color on Racism and Race Relations](#)
- J. Jennings, *Community Based Organizations and the Nonprofit Sector in Massachusetts: Where Do We Go From Here?* Report prepared under the auspices of the University College of Citizenship and Public Service at Tufts University (2005); <https://sites.tufts.edu/jamesjennings/>
- J. Jennings, *Place-based Service Delivery & Strategic Collaboration in Boston's Distressed Neighborhoods: Framework for Planning and Action* Report Prepared for The Barr Foundation, Boston, MA (June 2009); <https://sites.tufts.edu/jamesjennings/>

#### Health

- Boston Public Health Commission: <https://www.bphc.org/healthdata/Pages/Health-Data.aspx>
- Paper, Linda Sprague Martinez, *Mitigating the stress effects of racism on health through healing, education, and empowerment*, The Tufts Community Research Center (2014 – 2015)
- Northeastern University Center for Community Health, Education and Research: <https://ccher.org>
- [Resilience 2.0: Healthcare's Role in Anchoring Community Health and Resilience](#)