

# METROPOLITAN DETROIT RACE EQUITY REPORT



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## New Detroit's Mission

"The metropolitan Detroit leadership organization working to eliminate racial disparities in the region by building economic equity, social justice, and racial understanding."

## Foreword

New Detroit was formed out of the reality that the future of Detroit, southeast Michigan and Michigan is inextricably intertwined with the issue of race.

It was created by civic leaders who had been blindsided and stunned by a civil disturbance they had not seen coming in 1967. In the immediate aftermath they came together determined to identify the root causes of that disturbance and establish what they could do to eliminate those root causes. Out of those deliberations came New Detroit.

At New Detroit our central goal is achieving a time when race is no longer an issue in this region and no longer an obstacle to progress for our city, region and state. This inaugural report on regional racial equity shows in vivid detail that we are far from achieving that goal. At the same time, it offers examples of hope in the form of local initiatives that are seeing real success in closing the all too real gap that exists.

This report, which we will issue annually, grew out of a strategic planning process we conducted in 2012 to identify ways to pursue our goal of closing the gap in racial equity in the 21st Century. The task group formulating the plan was convinced that a key first step to developing effective strategies to close the gap and building public will to pursue those strategies is identifying and highlighting specific areas where disparities continue to exist.

If we, as a society, are going to make meaningful progress in resolving the issues involving race, the first step must be to take a clear look at where we are today.

This report identifies clearly measurable disparities among different racial and ethnic groups in this region in educational achievement, in per capita income, in home ownership and in other measurements. Those disparities exist in every geographic area in southeast Michigan. They make it all too clear we are nowhere near achieving a post-racial society.

At the same time, it is important to note that this report, while quantifying these disparities, also identifies specific successful efforts to address these disparities and create avenues of opportunity for those in racial and ethnic groups who have been left behind. While we need to take these statistics of inequality to heart, we also need to hold up and replicate these successful efforts to create new opportunities for those who have been left behind. And we need to influence others to join in that mission.

As uncomfortable as it may be to address this issue head-on, we must do that if we are to make progress in overcoming the barriers and eliminating the racial and ethnic disparities in Detroit, in southeast Michigan and in Michigan as a whole. And we must look for models of success in eliminating those disparities and multiply those efforts.

At New Detroit, that remains our focus. It must be the focus for public officials, civic leaders, business leaders, and community leaders if Detroit and southeast Michigan are to achieve their full potential.



Shirley R. Stancato  
President and CEO  
New Detroit, Inc.



William S. Taubman  
Chair, New Detroit  
Chief Operating Officer, Taubman

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## Executive Summary

In 1968 the National Advisory Commission on Civil Disorders, better known as the Kerner Commission, took a close look at American society and concluded, “Our nation is moving towards two societies – one white, one black – separate and unequal.”

Today, more than 45 years after the commission issued its stunning findings; southeast Michigan has arrived at that destination.

No matter what measurement is used – housing patterns, educational achievement, income or home and business ownership – there is a very definite and substantial divide between the races in the Detroit region. And it is a pervasive divide, present in all three counties and in Detroit.

The overall picture is changed today from 1968 because there has been significant growth in the Hispanic/Latino population through the intervening years. But the gap between the Hispanic/Latino and white population and between the American Indian/Alaskan Native and white population is similar to the gap between the African American and white population.

This report, New Detroit’s inaugural Metropolitan Detroit Race Equity Report, lays out that divide in vivid detail.

For example, in this region, for the most part, we live separately. A look at housing patterns in the tri-county area reveals that the vast majority of residents live in neighborhoods with a preponderance of people who look like them.

The separation of housing along racial lines is underscored by another statistic: 55.8 percent of workers employed in Detroit are white but only 19.4 percent of workers living in Detroit are white. Conversely, 38.7 percent of those working in Detroit are African American, but 77.1 percent of workers who live in Detroit are African American. Thus, the numbers show that a large number of African Americans who live in the city are working outside of the city while a large number of white workers who work in the city live outside its borders.

In Wayne, Oakland, and Macomb counties and in Detroit, African American, Hispanic/Latino and American Indian/Alaskan Native students lag far behind their white counterparts in educational attainment.

In each county African Americans, Hispanics/Latinos and American Indians/Alaskan Natives fall far behind their white counterparts in household income and per capita income. The Kellogg Foundation estimates it would literally add trillions to the nation’s Gross Domestic Product if income levels were equalized across the country.

The most dramatic difference comes in the category of home ownership. In Wayne, Oakland and Macomb counties, roughly 80 percent of whites own their own home. But only 50 percent of African Americans in Macomb County, 45 percent of African Americans in Oakland County and 34 percent of African Americans in Wayne County own their own home. Hispanics/Latinos and American Indians/Alaskan Natives, while posting slightly higher home ownership numbers than African Americans, still fall far behind their white counterparts.

This report is not intended to simply present data on the separation between the races or to suggest there is no hope of closing the gap that continues to persist. There are commendable efforts underway in metropolitan Detroit to close this gap. Some of those efforts are highlighted in the “Making a Difference” sections in this report as examples for others to emulate.

For example, employers such as Bridgewater Interiors have successfully emphasized racial diversity in their hiring and promotion of employees. Organizations such as SER-Metro implement programs that provide effective job training for individuals from ethnic, racial and language minority groups that help them improve their lives. Blue Cross Blue Shield of Michigan has created a high-performing and inclusive culture that ensures a workforce and supplier base as diverse as the communities they serve. And the Detroit Area Pre-College Engineering Program (DAPCEP) has successfully served more than 150,000 students by preparing them to pursue careers in science, mathematics, engineering and technology related fields.

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This report is intended to call attention to the continuing separation of the races throughout metropolitan Detroit. It is a snapshot in time that can help us to better understand the Tri-County area today and identify initiatives and programs that can truly help to close the gaps that are highlighted throughout the report. And it can help to generate conversations and change old assumptions as we move forward.

The separation this report documents has been a fact of life in Detroit and the surrounding region for decades. We have paid a tremendous price for overlooking it in the past. It is an issue that we can continue to ignore at our own peril.

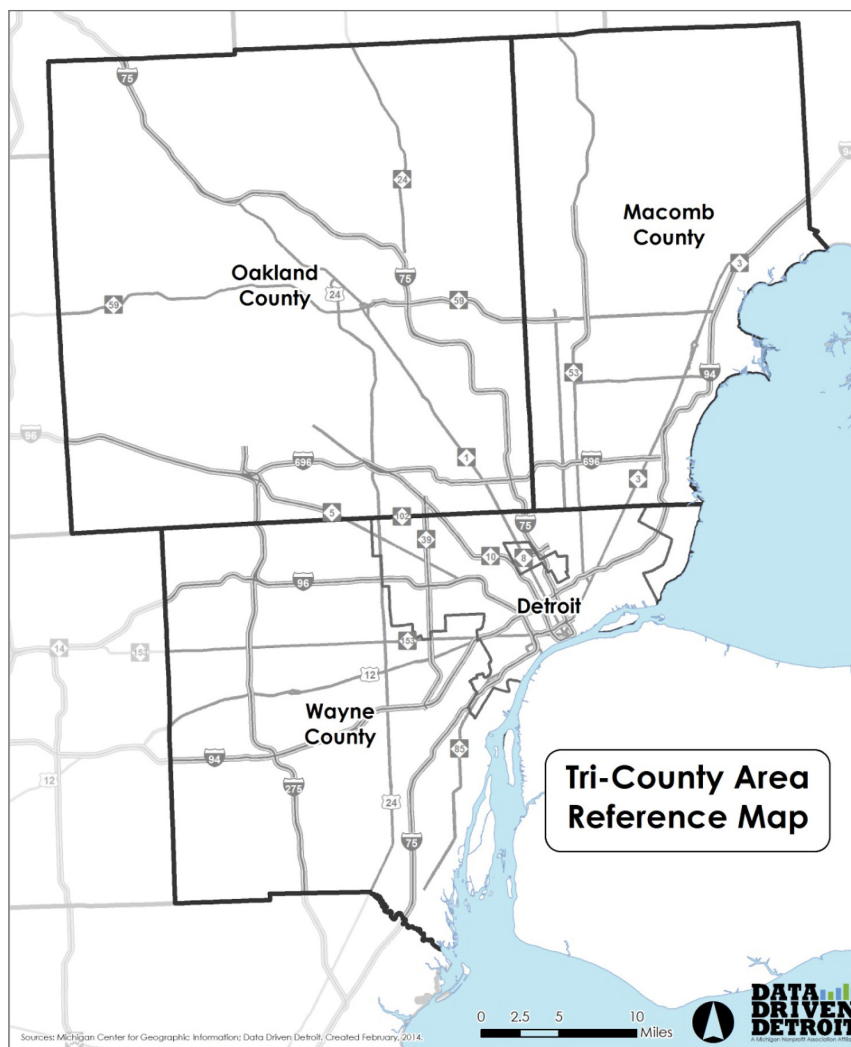
Leaders in government, in the private sector, in the non-profit sector and the faith sector must, as a part of their daily work, focus on finding ways to close the gap if we are to ultimately prosper as a region and secure the promise of America for all our residents.

# The Region and Population

## The Region

New Detroit's work has been primarily centered in Detroit and the three most populous counties - Macomb, Oakland, and Wayne. Detroit data is included in all of the Wayne County data for this report. The following figure is a representation of the study area for the purposes of this report.

**Figure 1: The Region**

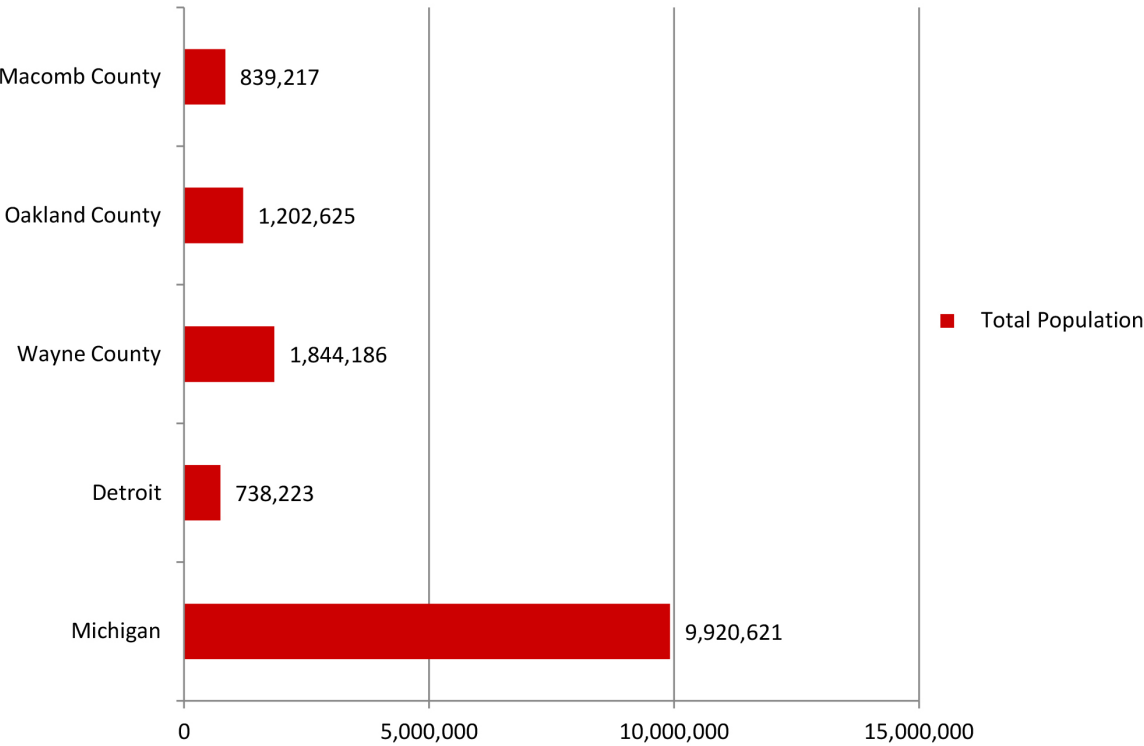


- Wayne County is the most populous county in Michigan and 18th in the country. The county seat is Detroit which is the largest city in Michigan.
- Macomb County is the third most populous county in the state and experienced the most population growth (6.7%) between 2000 and 2010.

# Population

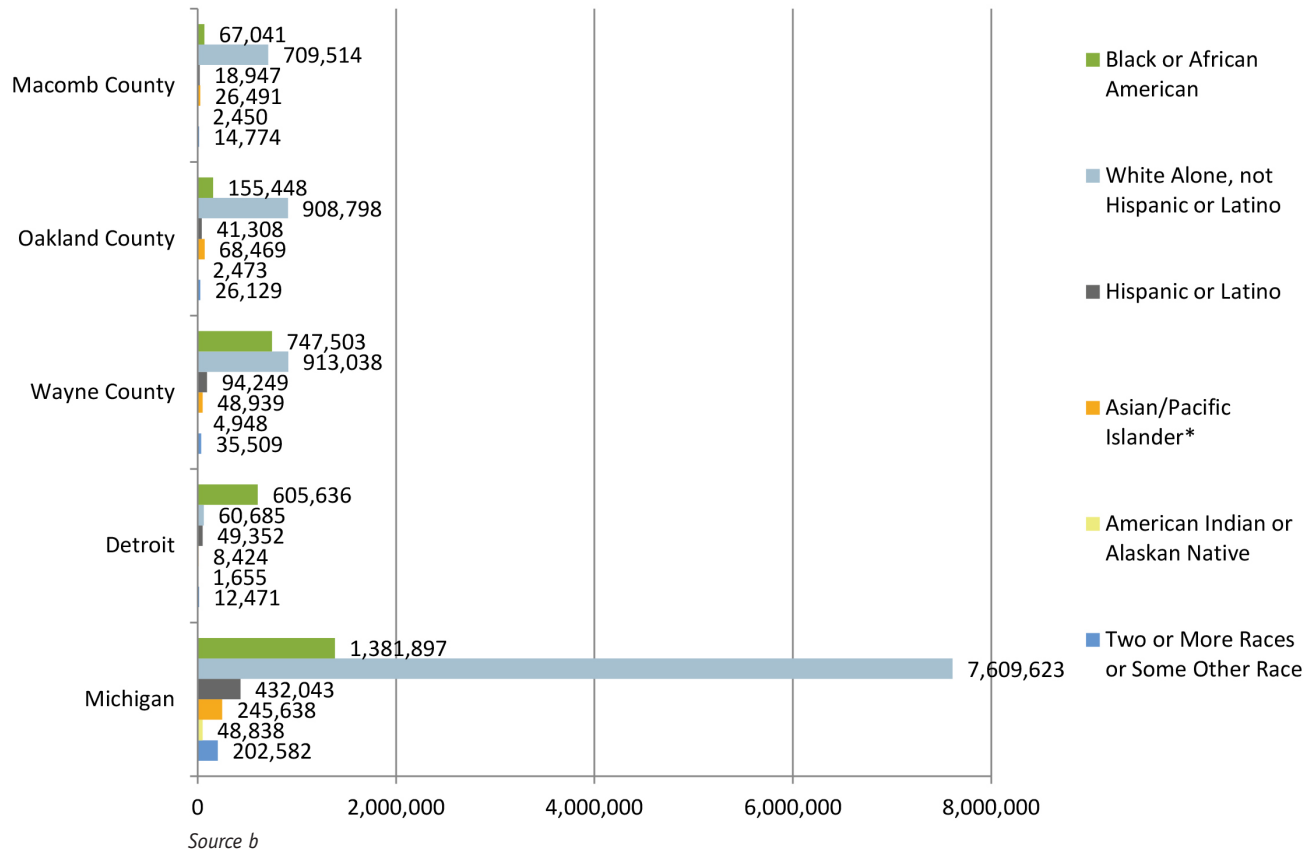
Population includes all people, male and female, child and adult, living in a given geographic area as defined by the U.S. Census Bureau. The following figures provide an overview of the population, the population by race/ethnicity and percentage of race/ethnicity for Detroit, the three counties, and the State of Michigan. This report will provide similar geographic comparisons of race and ethnicity for each topic. Also provided is population data on Arabs and Chaldeans not covered in the U.S. Census, American Community Survey figures.

Figure 2: Population

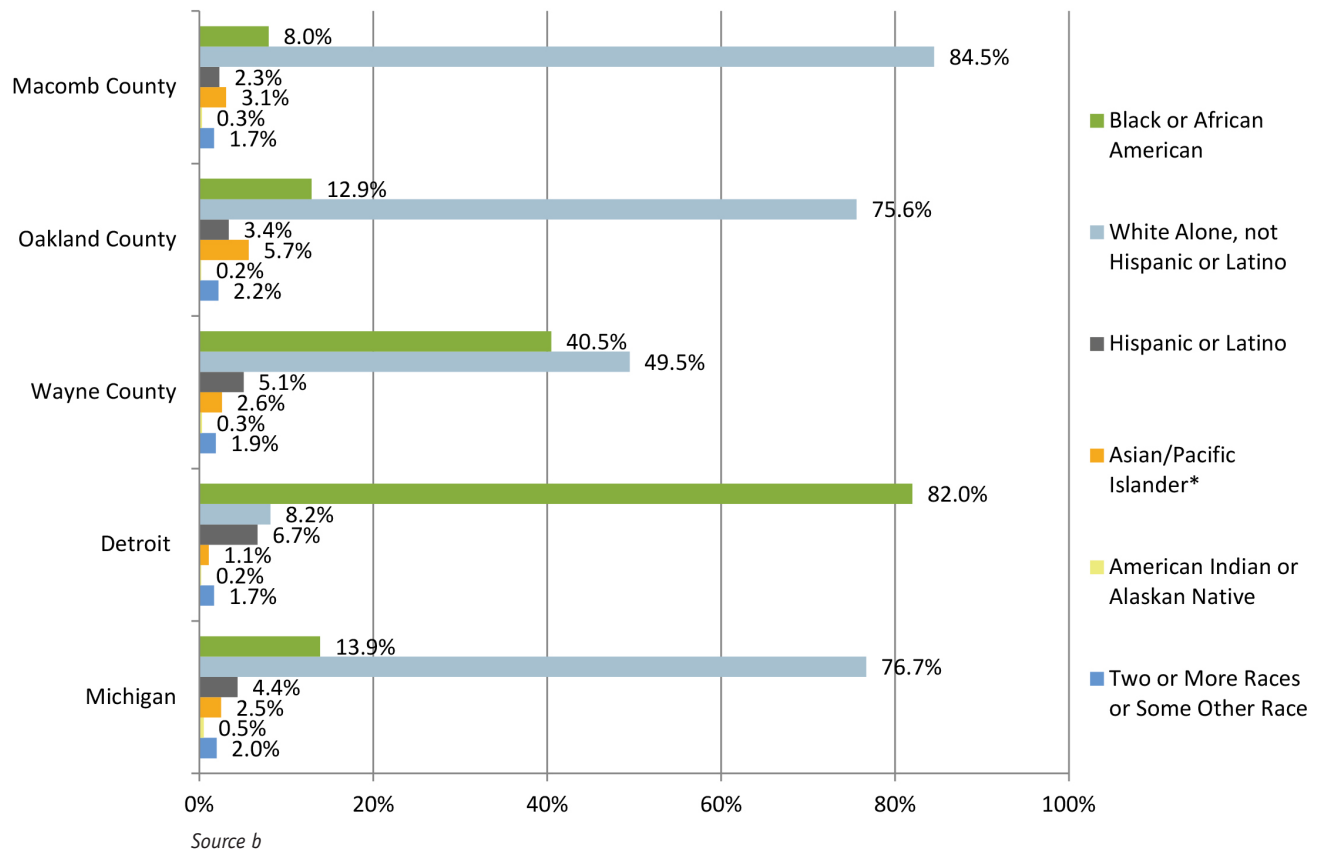


Source a

**Figure 3: Population by Race/Ethnicity**



**Figure 4: Percentage of Population by Race/Ethnicity**



- 
- Oakland County's white and African American percentage of population more closely resembles the State of Michigan.
  - Detroit has the highest population of Hispanics/Latinos in comparison to Wayne, Oakland and Macomb counties.

**Table 1: Population  
Arabs and Chaldeans**

The U.S. Census Bureau must adhere to the 1997 Office of Management and Budget (OMB) standards on race and ethnicity which guide the Census Bureau in classifying written responses to the race question: white – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa. Therefore, the U.S. Census considers Arabs and Chaldeans as white. Nearly two-thirds of Arabs and Chaldeans identify their race as “white,” while another third identify as “other.”<sup>1</sup>

**2000 Population**

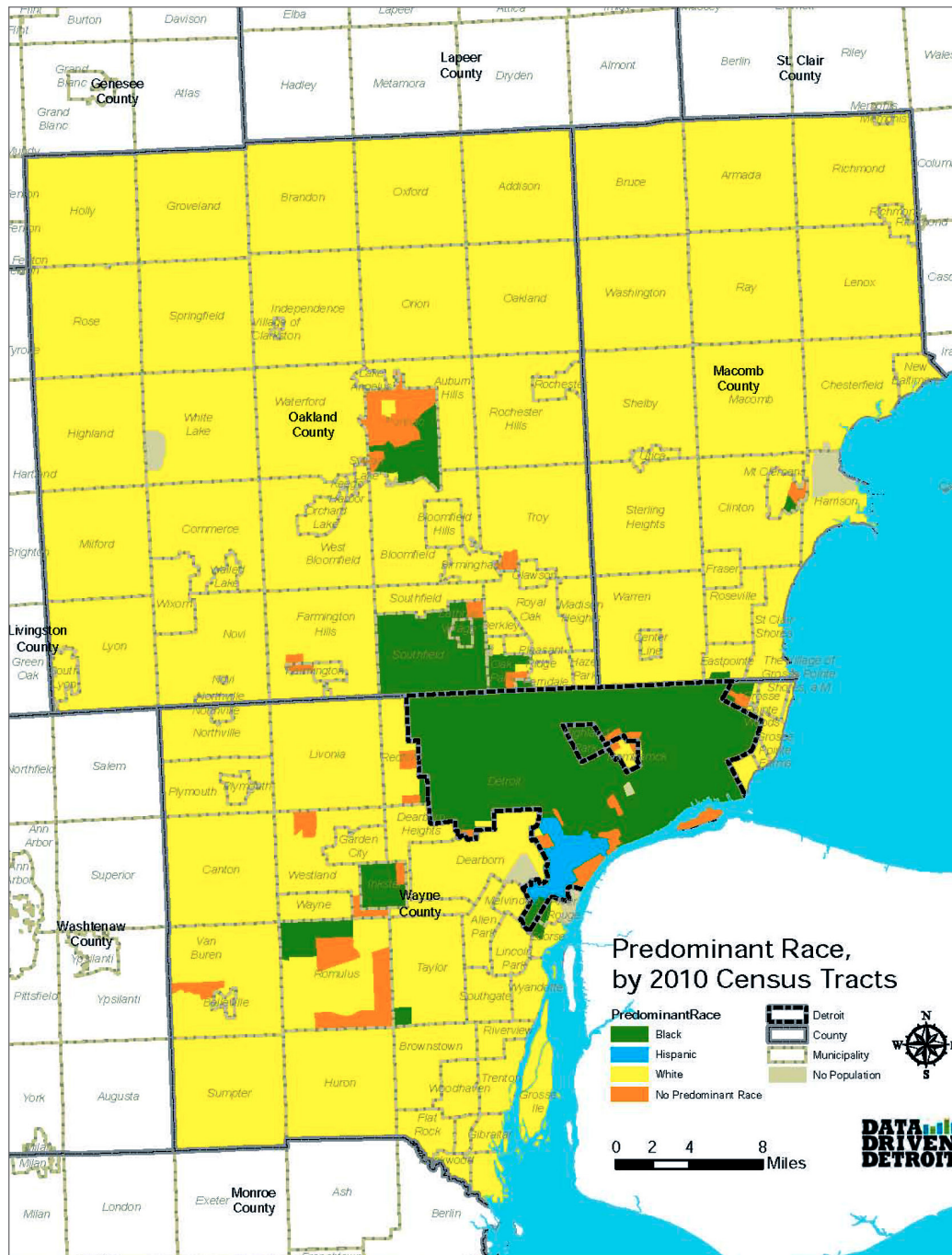
Macomb County	Oakland County	Wayne County	Total
26,198	39,088	58,432	123,718

Note: Arab Americans here include Arabic and Chaldean ancestries. Sources: American Factfinder. 2000 U.S. Census.<sup>2</sup>

## Race by 2010 Census Tracts

The predominant race is graphically displayed in the following Tri-county regional map Figure 5.

**Figure 5: Tri-county 2010 Census Tracts**



- Wayne, Oakland, and Macomb counties are predominately white.
- The vast majority of residents in the tri-county area live in segregated cities.

# Educational Attainment

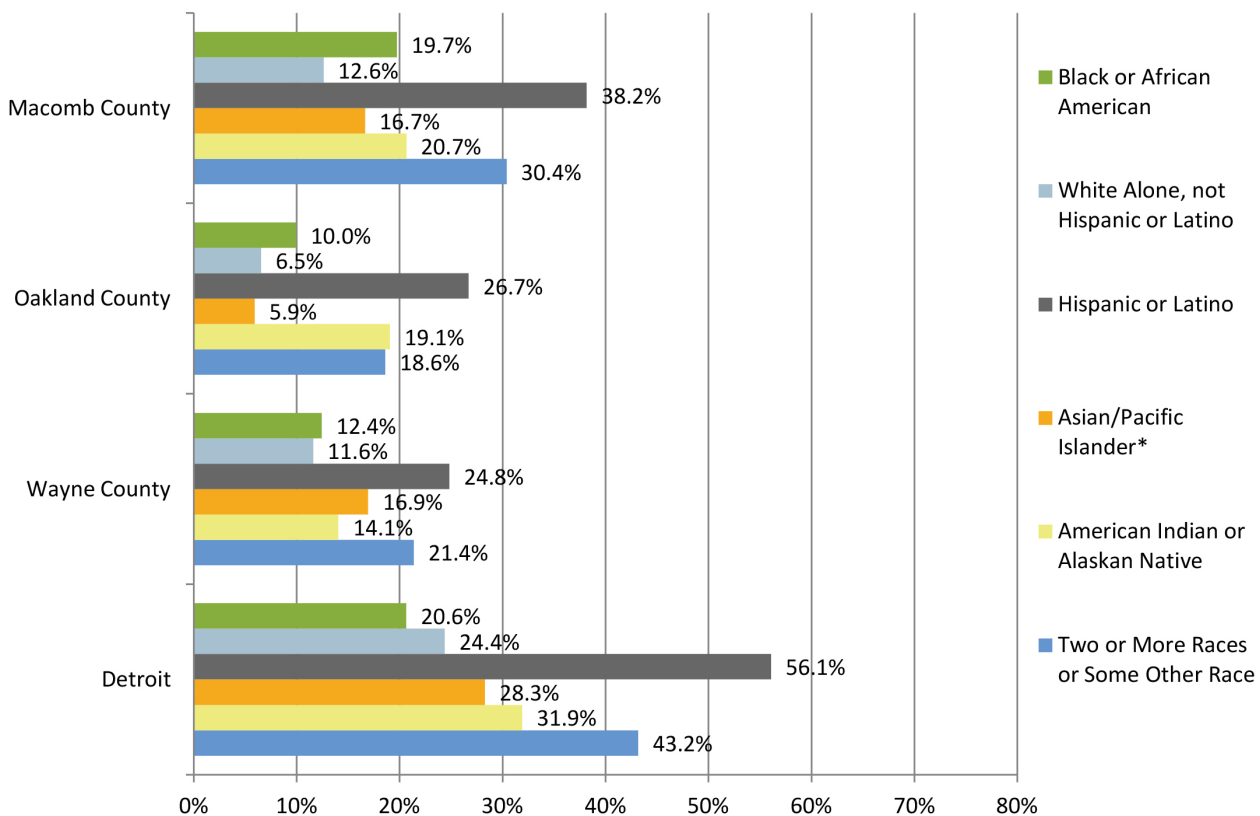
## Educational Attainment

In understanding the educational picture of the region, the following Figures 6 to 9 provide the educational attainment percentage for those persons 25 years and older by race and ethnicity on:

- Less Than High School Diploma
- High School Graduate, GED or Alternative
- Some College or Associates Degree
- Bachelor's Degrees or Higher

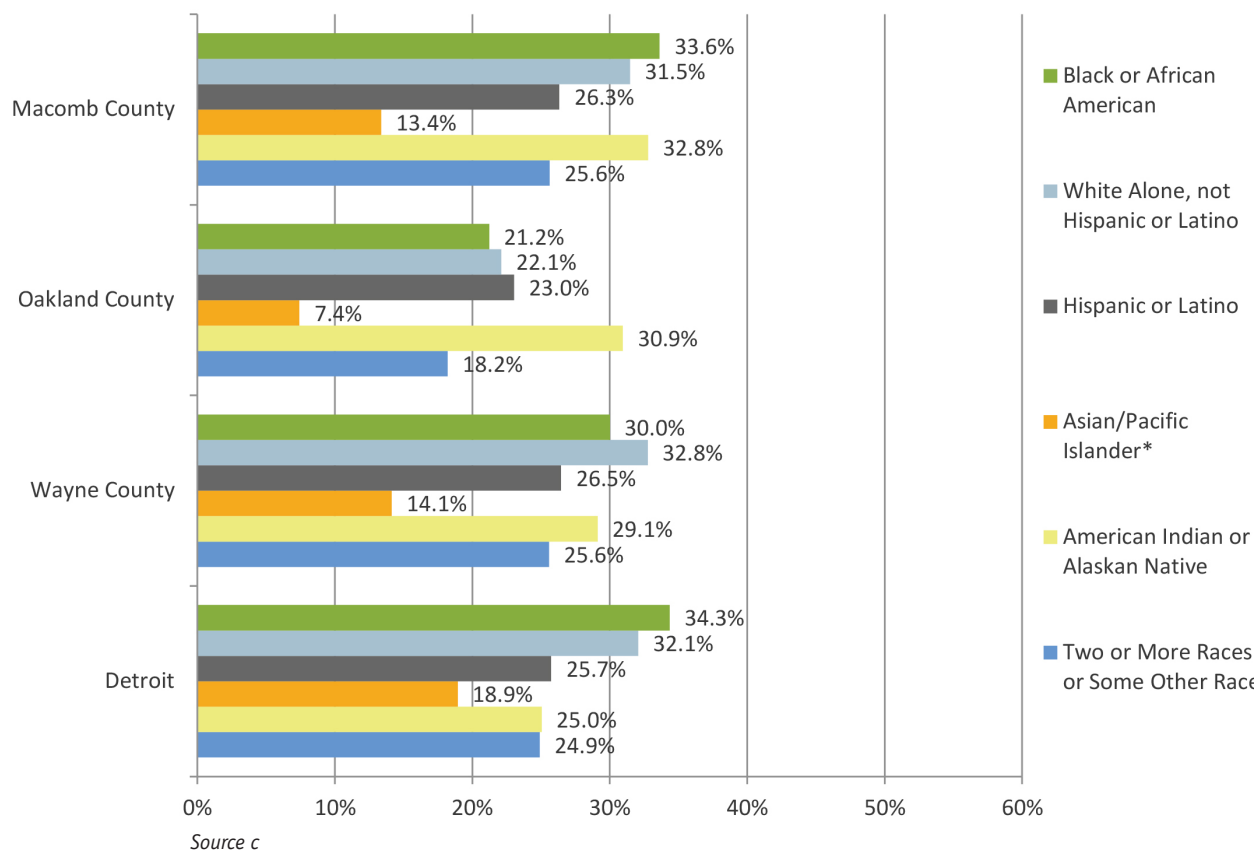
Arab and Chaldean information is also provided. The U.S. Census refers to educational attainment as the highest level of education completed in terms of the highest degree or the highest level of schooling completed.

**Figure 6: Population 25+, Less than High School Diploma**

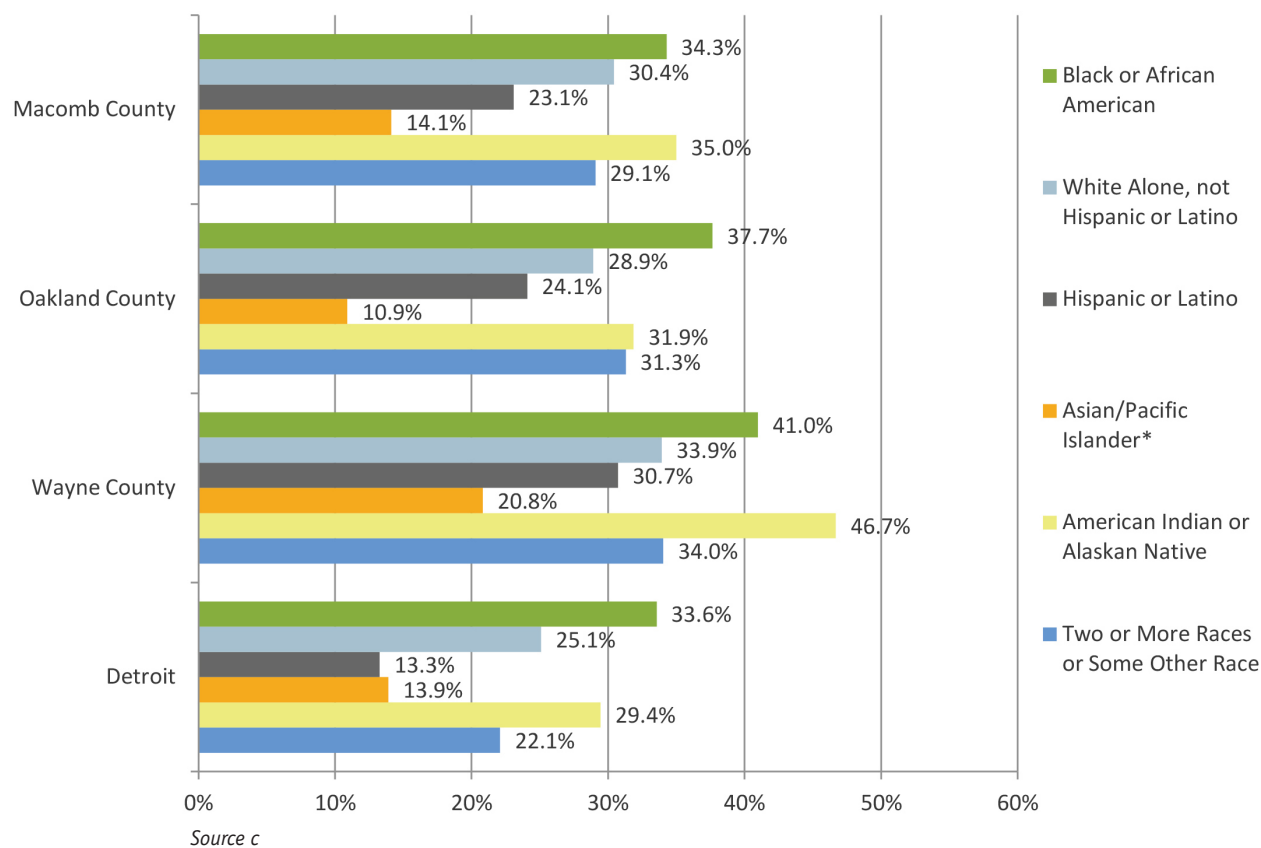


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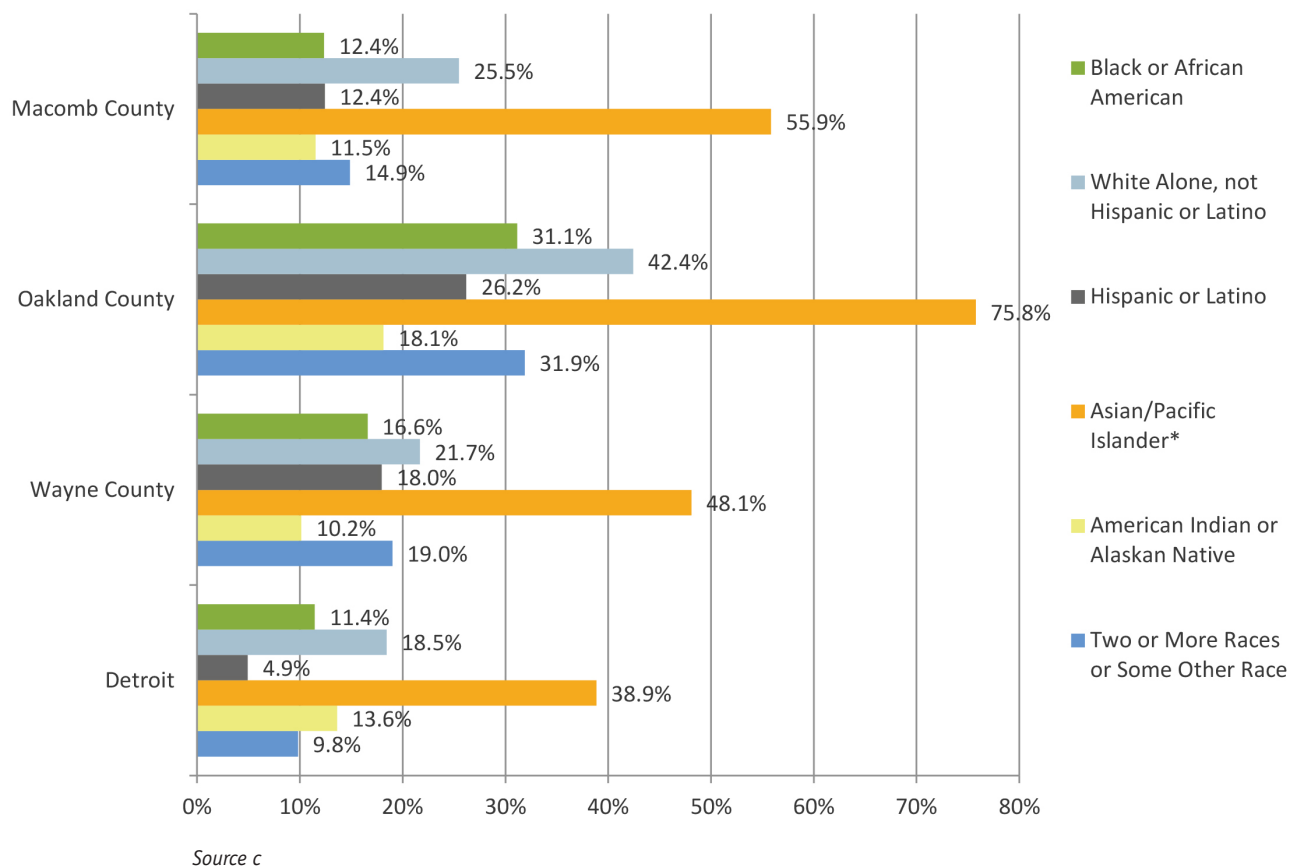
**Figure 7: Population 25+, High School Graduate, GED or Alternative**



**Figure 8: Population 25+, Some College or Associate's Degree**



**Figure 9: Population 25+, Bachelor's Degree or Higher**



- The charts depict the percentage of the population that has attained each level of education.
- The statewide average for Michigan residents having a bachelor's degree or higher is 25.3 percent and 11.4 percent for having less than a high school diploma.<sup>3</sup> In Detroit, all racial/ethnic categories have a higher percentage of residents without a high school diploma than the state average.
- With the exception of Asians/Pacific Islanders, Detroit also has a lower percentage of residents with a bachelor's degree or higher compared to the state average.
- In contrast, all categories in Oakland County, except American Indian/Alaskan Native, exceed the state average of 25.3% for achieving a bachelor's degree or higher.
- In Macomb County, both the white and Asians/Pacific Islander populations also exceed the statewide average.
- The percentage of Detroit residents who have a high school diploma (but no college education) is roughly comparable with the rates in Wayne, Oakland, and Macomb counties.

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**Table 2: Educational Attainment  
Arabs and Chaldeans**

The U.S. Census Bureau must adhere to the 1997 Office of Management and Budget (OMB) standards on race and ethnicity which guide the Census Bureau in classifying written responses to the race question: white – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa. Therefore, the U.S. Census considers Arabs and Chaldeans as white. Nearly two-thirds of Arabs and Chaldeans identify their race as “white,” while another third identify as “other.”<sup>1</sup>

*Arabs and Chaldeans have roughly the same percentage of college and advanced degrees as the general population, but a higher percentage has less than a high school degree. Those born in the U.S. have more education than either the general population or Arabs and Chaldeans born abroad.*

- Twenty-eight percent of Arabs and Chaldeans do not have a high school degree, compared to 13 percent of the general population. Fourteen percent have college degrees and 9 percent report advanced degrees (17 percent and 10 percent respectively, in the overall population).<sup>2</sup>

## Making a Difference

This report is not intended to simply present data on the separation between the races or to suggest there is no hope of closing the gap that continues to persist. There are commendable efforts underway in metropolitan Detroit to close this gap. Some of those efforts are highlighted in the “Making a Difference” sections in this report as examples for others to emulate.

### Detroit Area Pre-College Engineering Program (DAPCEP)

Since 1976, DAPCEP’s mission has been constant: “to increase the number of historically under-represented minorities (African American, Hispanic/Latino, and American Indian or Alaskan native) who are motivated and prepared academically to pursue careers in science, mathematics, engineering, and technology related fields.” Over its 38 year history DAPCEP has served more than 150,000 students. Currently, 4,200 students in grades K-12 participate in its programs. More than 95 percent of the students are African American, with the remaining five percent being Hispanic/Latino, Asian/Pacific Islander, American Indian or Alaskan Native, and white. Its programs are being implemented in over 50 middle and high schools in Detroit. The program has also been replicated in Grand Rapids.

One hundred percent of DAPCEP parents agree that DAPCEP is an excellent program that exposes, motivates, and prepares students for higher education and careers in Science, Technology, Engineering, Math and Medical (STEMM) fields. Over 90 percent of Detroit Public School (DPS) entries in the Metropolitan Detroit Science Fair have consistently originated in DAPCEP In-school classrooms. As a result of knowledge gained from their curriculum, all of the Grand awards (the highest achievement possible) given to DPS students were DAPCEP students. Of the DAPCEP alumni surveyed 80 percent responded that DAPCEP prepared them for higher education and careers in STEMM fields.

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### **Daniel E. Little, Ph.D., Chancellor, University of Michigan-Dearborn**

During his fourteen-year tenure as Chancellor of the University of Michigan-Dearborn, Dr. Daniel E. Little has championed New Detroit's premise that race relations is a central issue facing our region. One of the University's guiding principles adopted when UM-Dearborn celebrated its 50th anniversary states, "We embrace diversity and encourage dialogue. Our value lies in our ability to provide a welcoming environment for discussing challenging issues."

His leadership has changed the racial makeup of the University's student body. Through extensive and innovative outreach and recruitment efforts, African American freshman enrollment grew by 108% and Hispanic/Latino enrollment was up by 44% between 2006 and 2008. Enrollment from the Detroit Public Schools increased by 263%, while the total freshman enrollment in that same time frame grew by only 20%. Chancellor Little and his team also incorporated a race relations component into UM-Dearborn's orientation program for incoming students.

### **Camp Enterprise**

New Detroit's Camp Enterprise, an annual summer business camp for low- to moderate-income high school students from metropolitan Detroit, is held on the campuses of Wayne State University and Michigan State University. The camp experience emphasizes the critical importance of completing high school and continuing post-secondary education through college, trade or vocational training. In 2014, Camp Enterprise will be doubling in size by hosting two camps of 100 participants each.

Camp participants are taught life skills such as leadership, teamwork, and the fundamentals of business while receiving tools that equip them to successfully navigate college selection, finance, and admission processes. In addition, the students receive mentoring and coaching from local entrepreneurs. Over the course of 180 hours, the program opens students' eyes to the benefits of post-secondary education.

As a result of participation, students have reported the following outcomes:

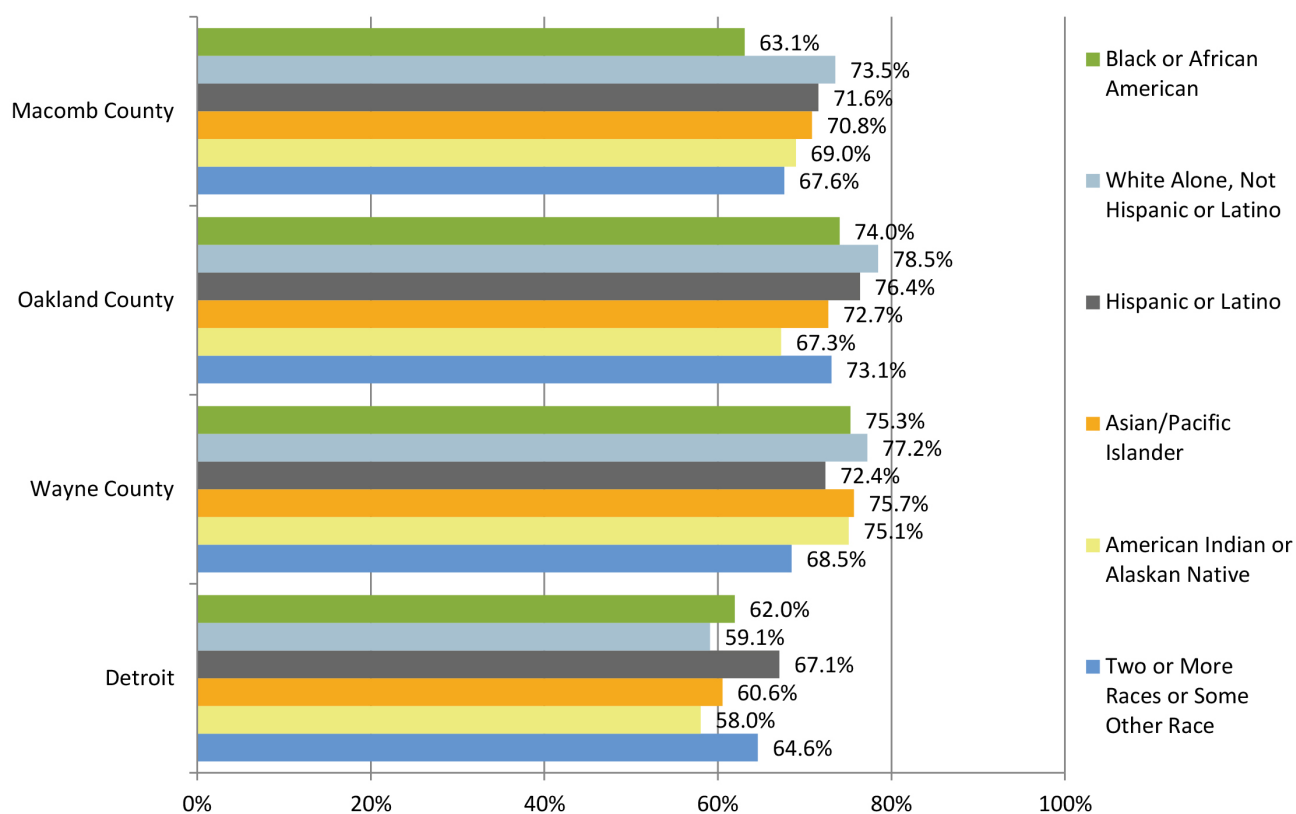
- 100% of students completed a basic business plan.
- 90% of students increased their knowledge in life skills such as basic budgeting, savings, credit, and investments as measured by pre and post tests.
- 100% of students graduated from high school.
- 80% of students matriculated to college or other post-secondary education.

# Labor Force Participation

## Labor Force Participation

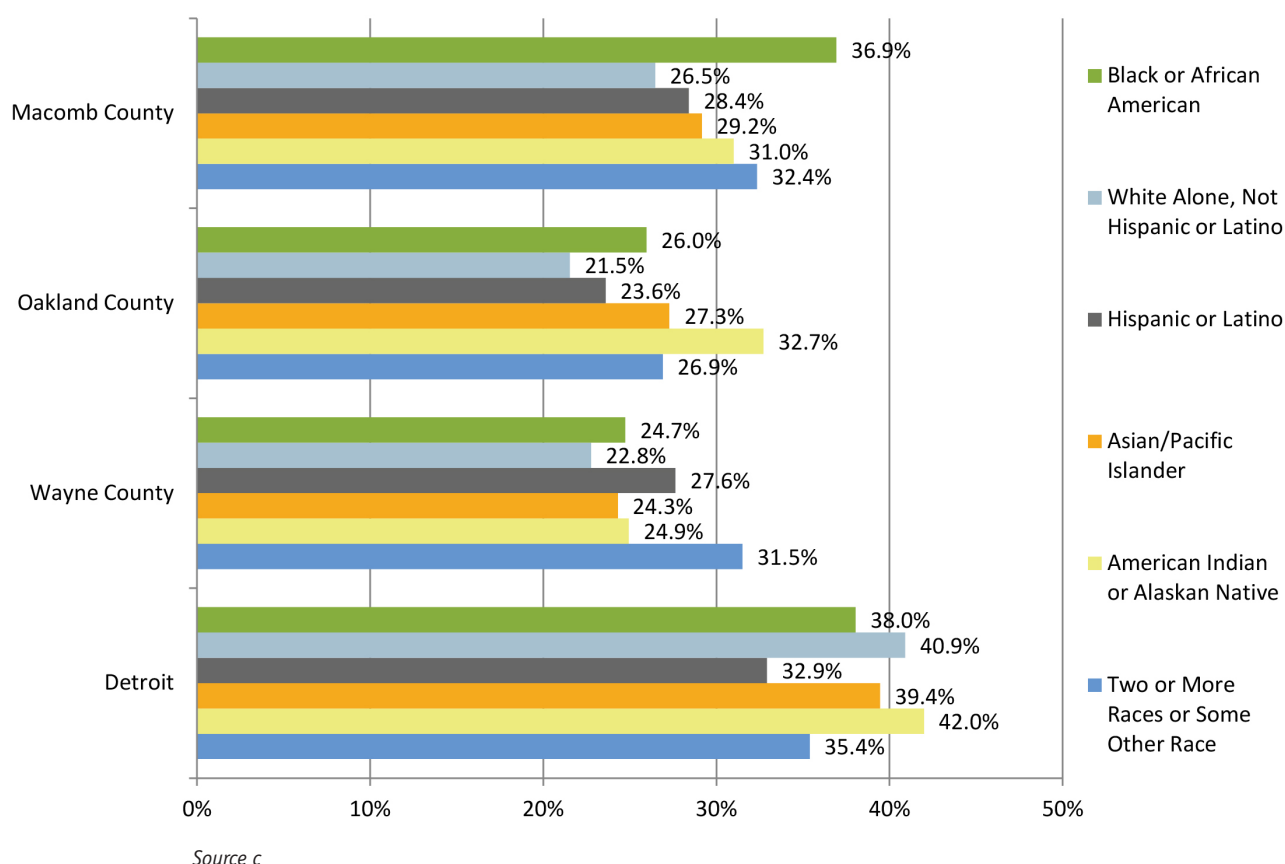
The following figures show the percentage of race and ethnic labor force participation for population ages 16 to 64 in the region and the population ages 16 to 64 that are not part of the labor force. According to the U.S. Census, Labor Force is defined as all people classified in the civilian labor force plus active duty members of the U.S. Armed Forces and Not in Labor Force are all people 16 years old and over who are not classified as members of the labor force.

**Figure 10: Population 16-64, in Labor Force**



Source c

**Figure 11: Population 16-64, Not in Labor Force**



- The labor force participation rate in the city of Detroit is lower than in Wayne, Oakland, and Macomb counties for all racial/ethnic categories.
- African Americans have a higher rate of labor force participation in Oakland and Wayne Counties (74.0 percent and 75.3 percent respectively) than any racial/ethnic category in Detroit.
- In each of the three counties, the percentage of whites in the labor force is the highest of the racial/ethnic categories. In contrast, whites in Detroit at 59.1% have a lower participation rate than any category in any of the study area geographies with the exception of American Indian/Alaskan Natives in Detroit at 58.0%.
- With exception to Wayne County, Hispanics/Latinos are in the top two categories for labor participation.
- In Detroit, Hispanics/Latinos have the highest labor participation rate at 67.1 percent.

## Making a Difference

### ACCESS

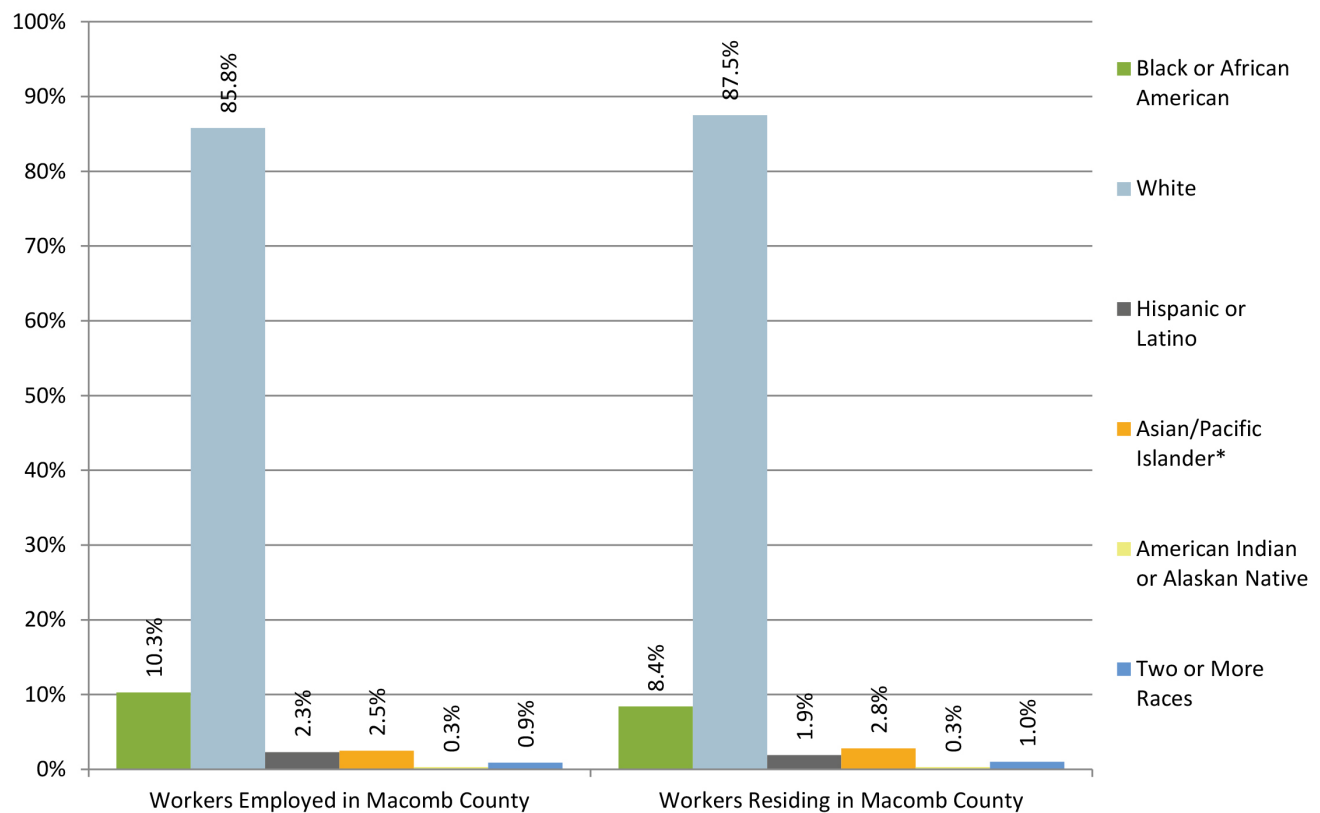
Started by a group of volunteers in 1971 out of a storefront in Dearborn's impoverished south end, ACCESS was created to assist the Arab immigrant population adapt to life in America. ACCESS's mission is to advocate for and empower individuals, families and communities. It has developed a wide array of programs both regionally and nationally in healthcare and research, employment and training, youth and education, social services, immigration, and advocacy. ACCESS offers its services to a diverse population, regardless of race or ethnicity. Ending in September 2013 the Employment and Training Department assisted over 26,000 job seekers who reside in communities throughout the metropolitan Detroit region.

# Job Dispersion

## Job Dispersion

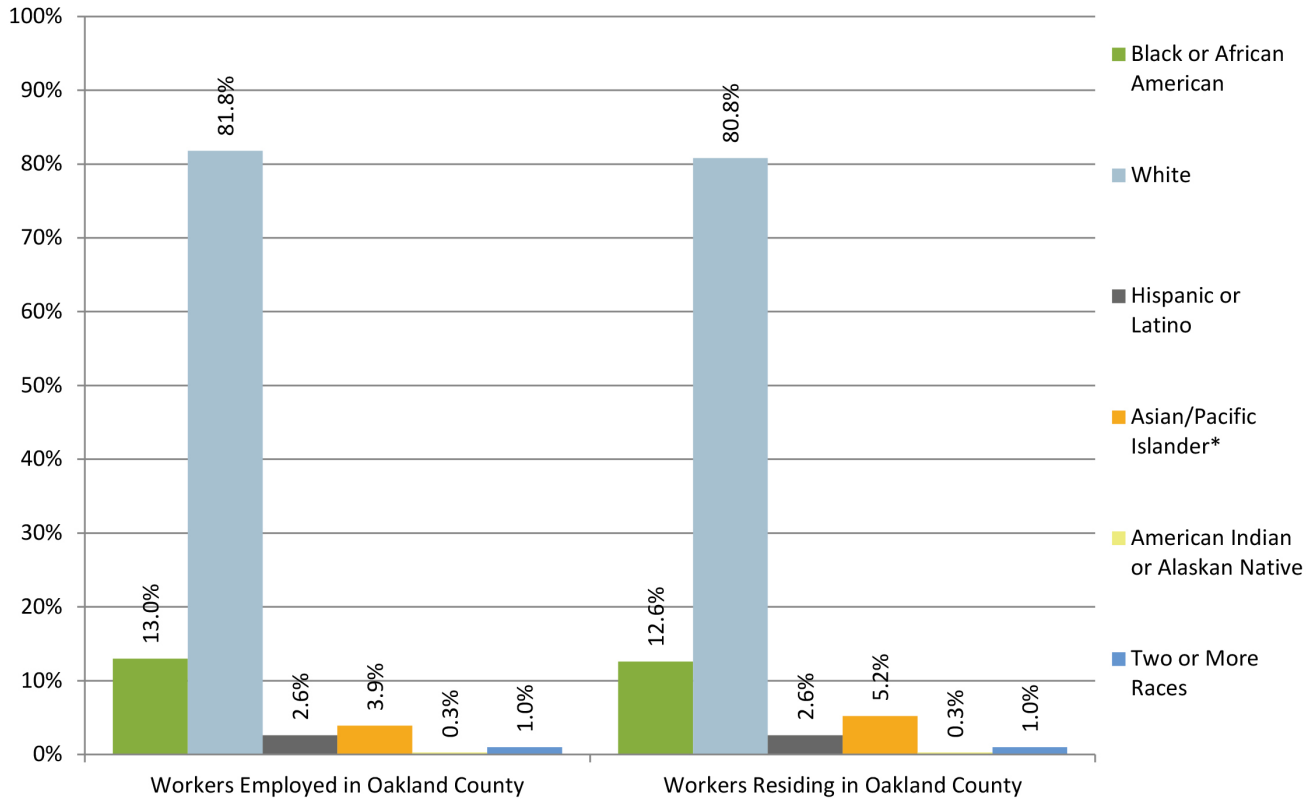
The following Figures 12-15 compare the percentage of workers that are employed in each county to the percentage of workers that live in that county, displayed by race/ethnicity. According to the U.S. Census Bureau primary jobs are defined as “public and private sector jobs, one job per worker, and a primary job is the highest paying job for an individual worker.” Data on place of work refer to the geographic location at which workers carried out their occupational activities.

**Figure 12: Jobs by Worker’s Race/Ethnicity, Macomb County, MI**



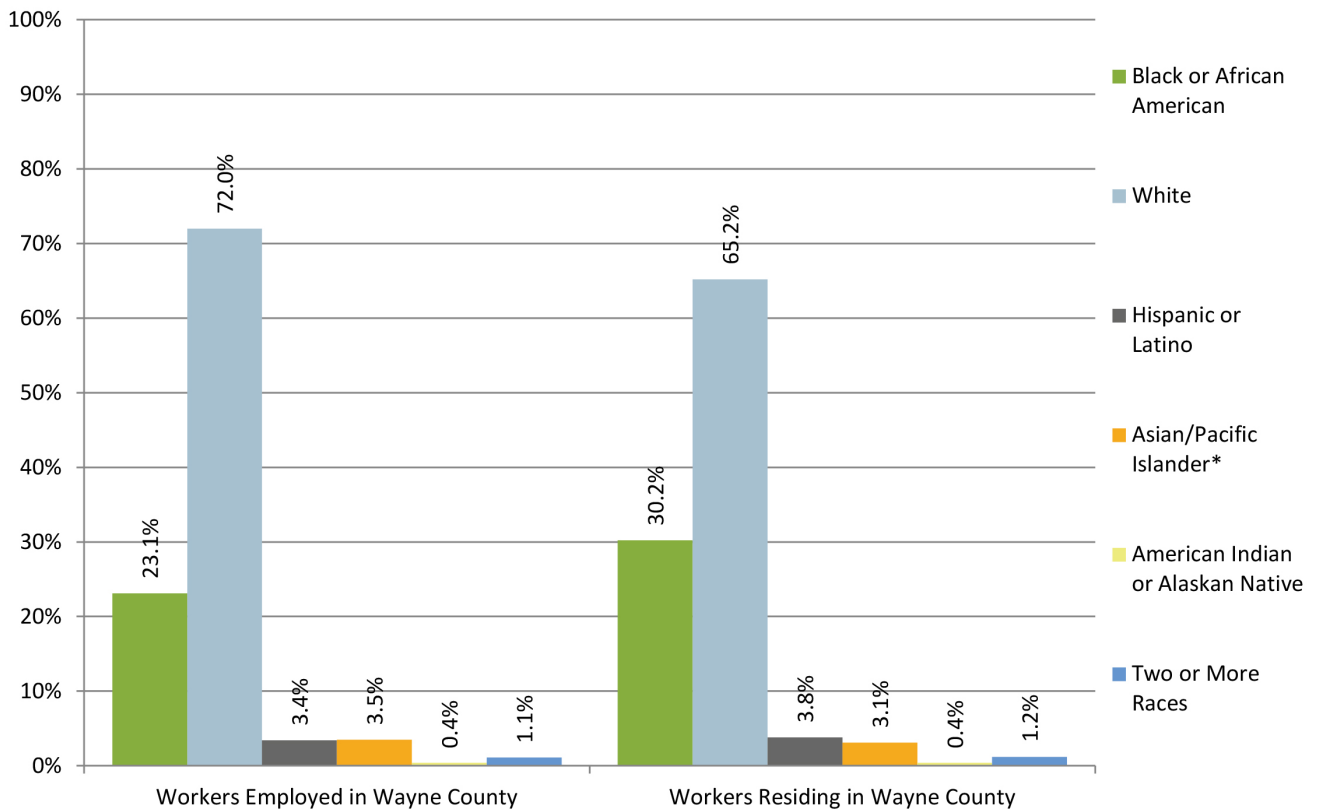
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**Figure 13: Jobs by Worker's Race/Ethnicity, Oakland County, MI**



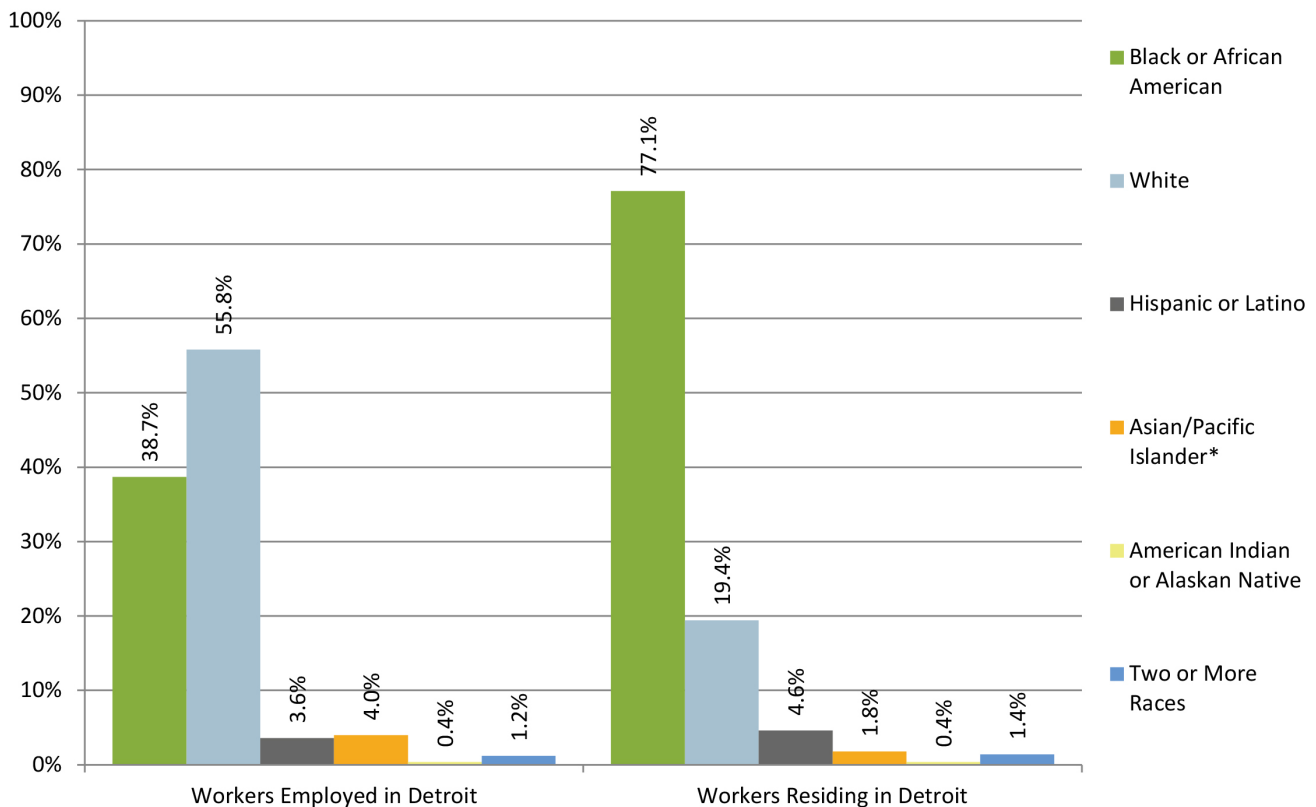
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**Figure 14: Jobs by Worker's Race/Ethnicity, Wayne County, MI**



Source d

**Figure 15: Jobs by Worker's Race/Ethnicity, Detroit, MI**



Source d

- In Wayne, Oakland, and Macomb counties the percentage of individuals who are employed approximates those who reside in these counties, for each race/ethnicity group.
- 38.7% of those that work in Detroit are African American, but 77.1% of workers that live in Detroit are African American.
- 55.8% of those that work in Detroit are white, but only 19.4% of workers that live in Detroit are white.

## Making a Difference

### Bridgewater Interiors, LLC

Founded in 1998 by Ronald E. Hall Sr., Bridgewater Interiors, LLC is the third largest minority business in the country and the largest in Michigan. It is a leading automotive seating, interiors, and electronics supplier, serving General Motors, Ford, Chrysler and Honda. Headquartered in Southwest Detroit, Bridgewater Interiors employs more than 1,500 people.

Diversity of all types is a fundamental principle at Bridgewater Interiors and is crucial to the company's success. Bridgewater Interiors understands and embraces the importance of leveraging the talents of all employees, especially those from groups traditionally underrepresented in business, to move the company forward.

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Employees are aware of the industry-leading racial diversity within their ranks, and take considerable pride in ensuring diversity is associated with quality products, superbly delivered. Bridgewater Interiors values and respects the opinions of its employees and it annually surveys the entire workforce on areas such as: involvement, recognition, employee engagement, safety, quality, and continuous improvement.

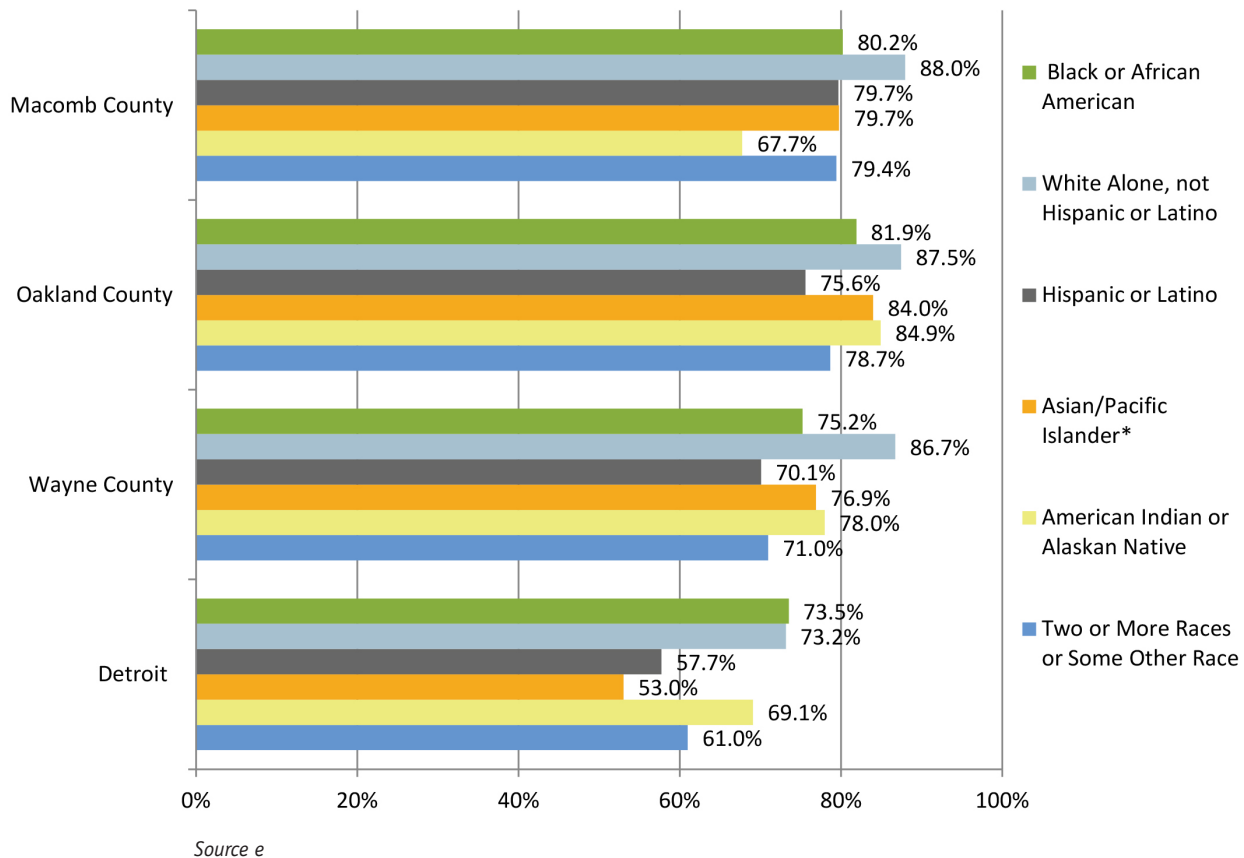
Training also is an ongoing effort at Bridgewater Interiors. Many current managers got their start as assembly line employees. All employees have access to a tuition reimbursement program for college studies, and successful coaching of team members is a key component of evaluating every manager's performance. These programs and Bridgewater's respect for the contributions of each employee are reasons that Bridgewater Interiors was recognized as one of Metropolitan Detroit's 101 Best and Brightest Companies to work for – seven of the last eight years.

# Transportation to Work

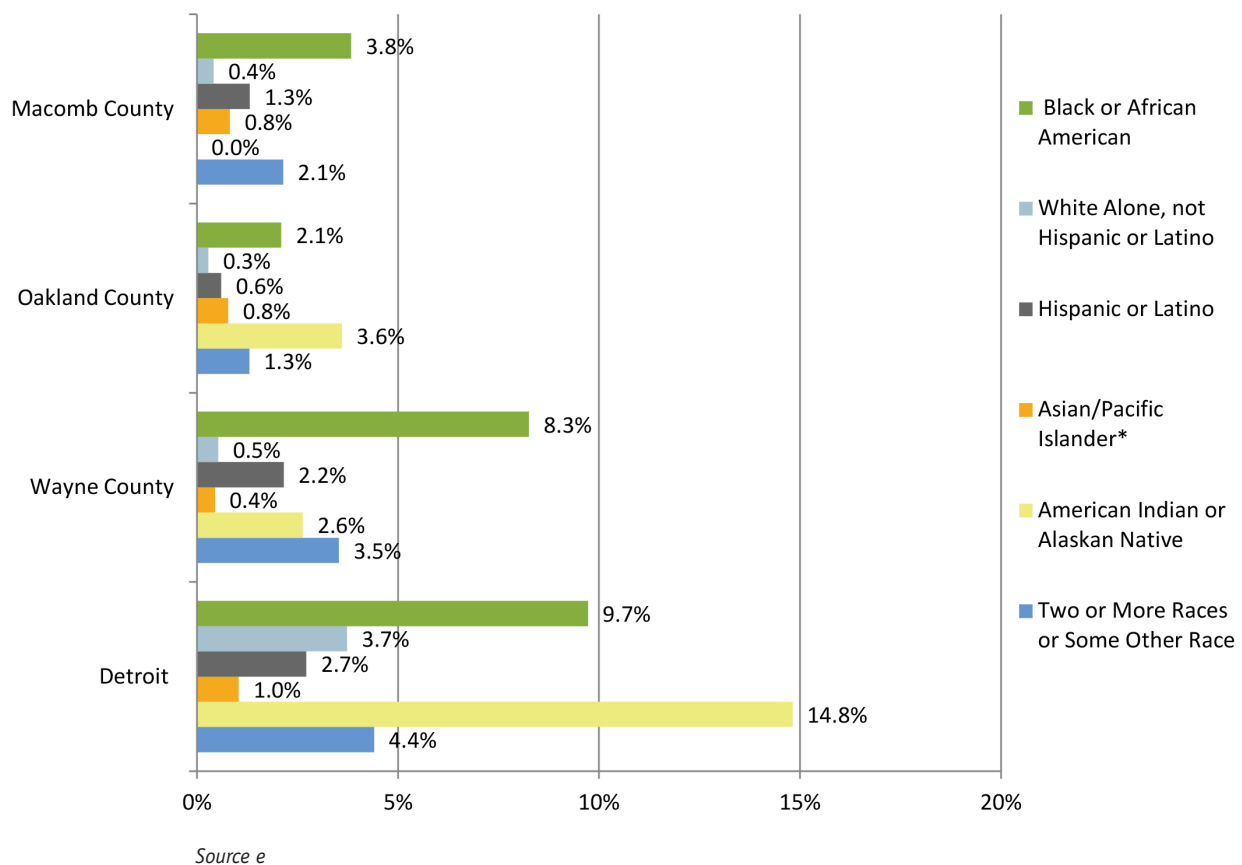
## Means of Transportation to Work

The following figures provide data on the means of transportation to work for workers 16 and older. Figure 16 provides the data on those that drove alone by car, truck or van. Figure 17 provides the data on the means of transportation to work for workers 16 and older using public transportation excluding taxicabs. Additional means of transportation are part of the American Community Survey data collected and they include the following: car, truck, or van – carpooled; taxicab, motorcycle, bicycle, or other means; walked, and worked at home. However, for the purposes of this report only the data in the figures below were included. Means of transportation to work refer to the principal mode of travel that the worker usually used to get from home to work.

**Figure 16: Car, Truck, or Van - Drove Alone by Workers 16 years and Over**



**Figure 17: Public Transportation (excluding taxicab) by Workers 16 years and Over**



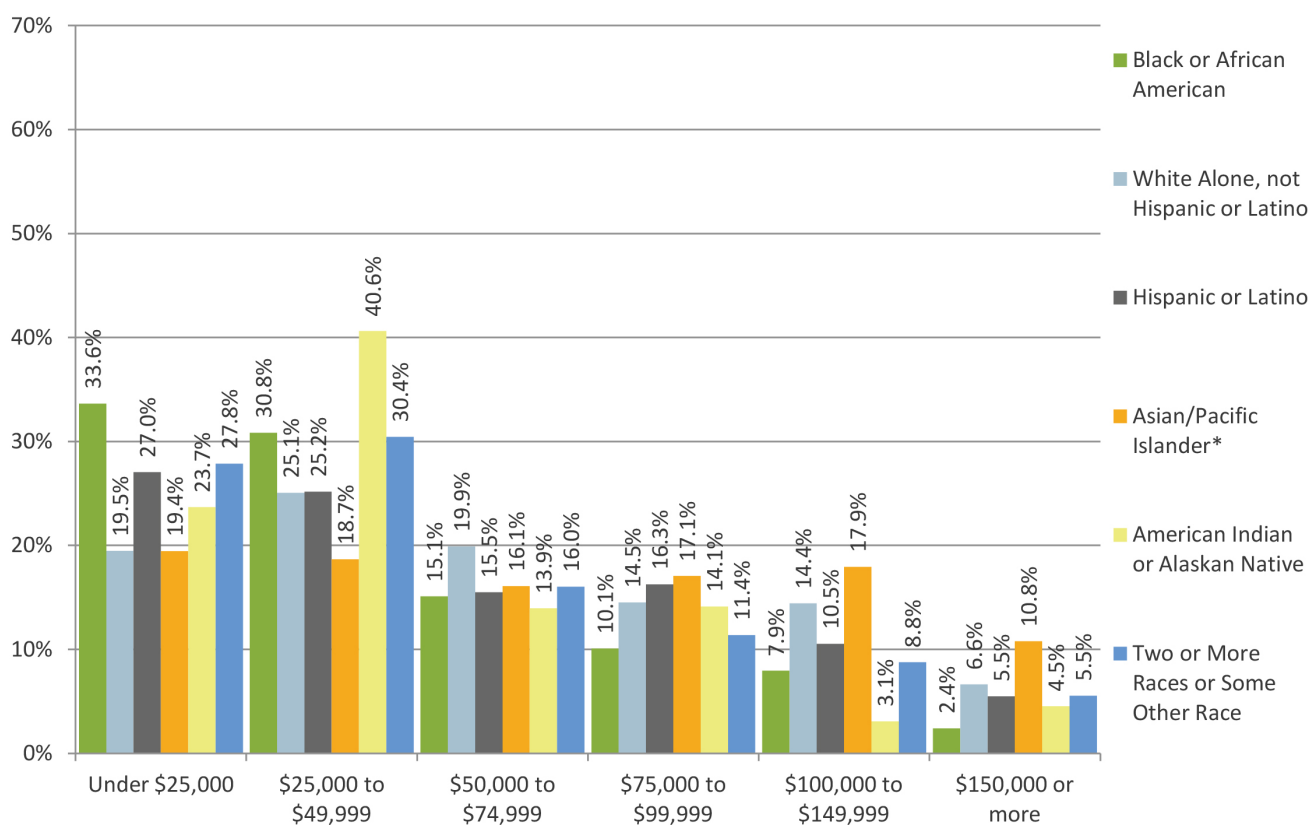
- In Wayne, Oakland, and Macomb Counties a higher percentage of whites drive alone by car, truck or van.
- In Macomb and Wayne counties, African Americans' use of public transportation exceeds that of the other racial/ethnic categories.
- In Wayne, Oakland, and Macomb Counties less than 1.5% of the white population uses public transportation.

# Income

## Household Income

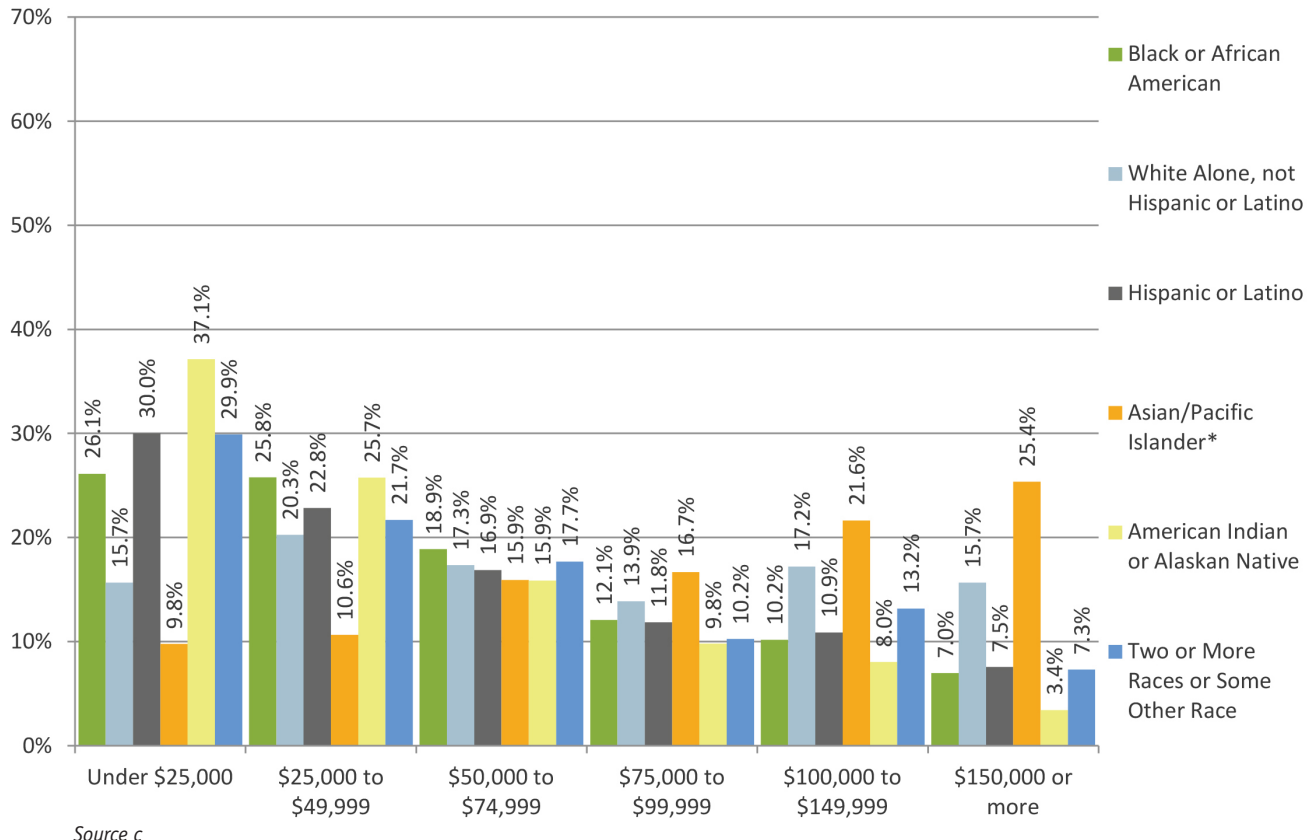
The following Figures 18 - 21 represent household income by race/ethnicity for each county and Detroit. According to the U.S. Census Bureau, household income includes the income of the householder and all other individuals 15 years old and over in the household, whether they are related to the householder or not. A household includes related family members and all the unrelated people, if any, such as lodgers, foster children, wards, or employees who share the housing unit. A person living alone in a housing unit, or a group of unrelated people sharing a housing unit, is also counted as a household.

**Figure 18: Household Income in the Past 12 Months, In Macomb County by Race/Ethnicity**

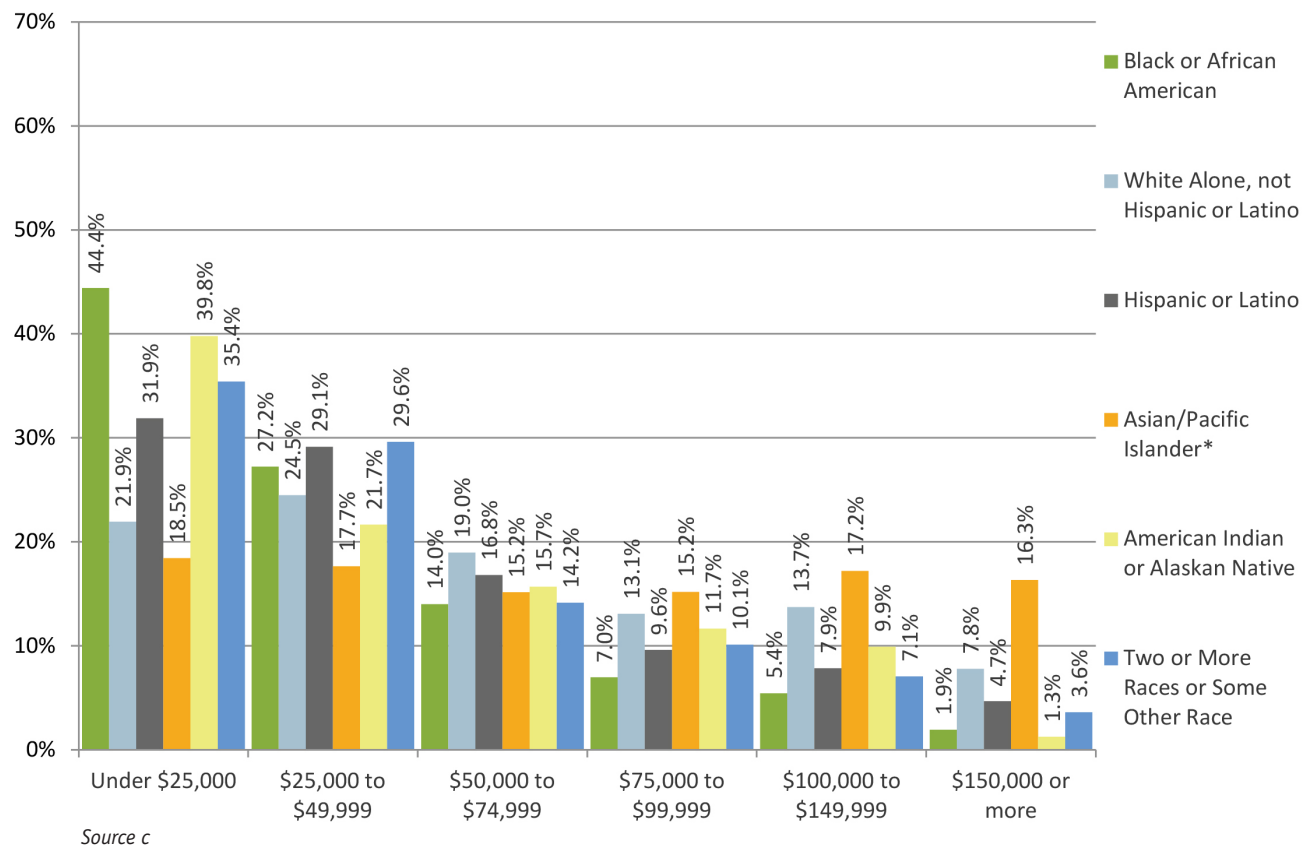


Source c

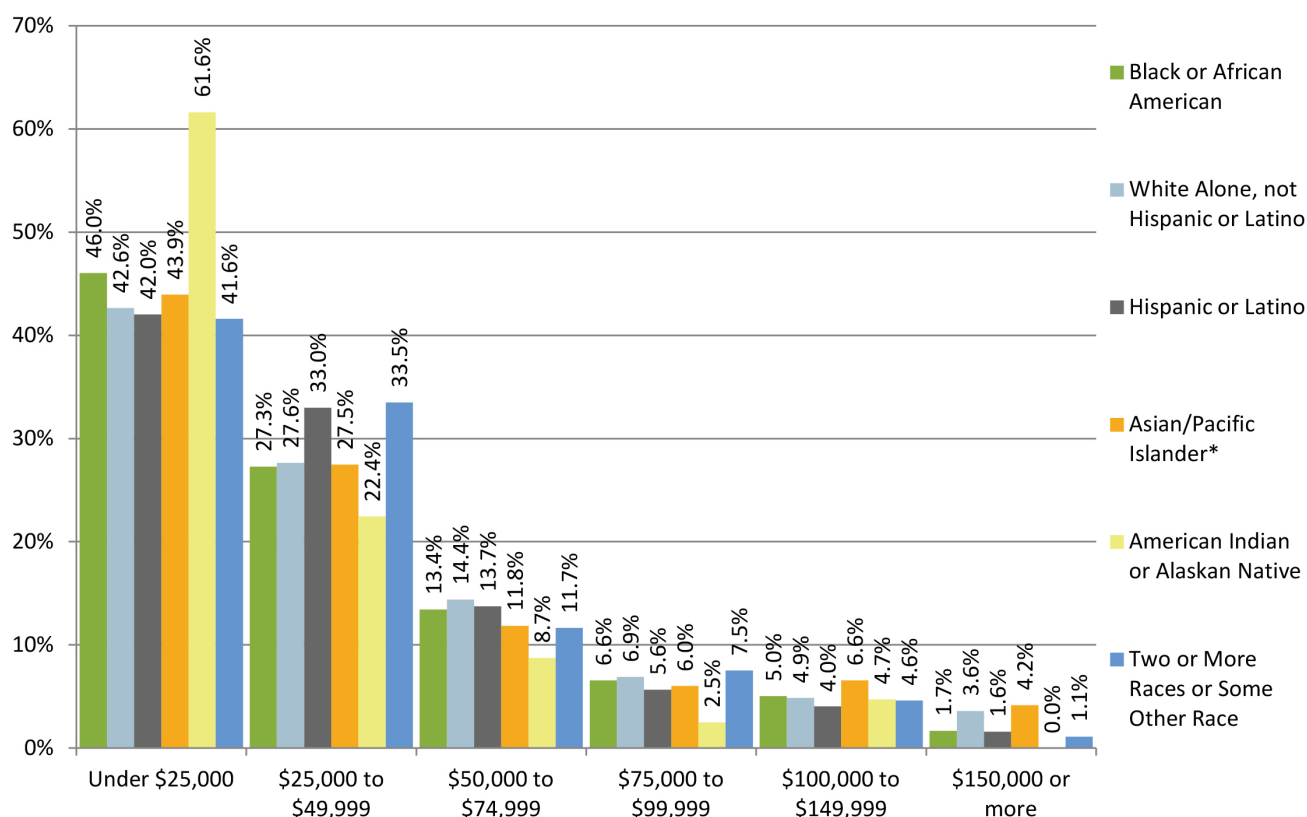
**Figure 19: Household Income in the Past 12 Months, In Oakland County by Race/Ethnicity**



**Figure 20: Household Income in the Past 12 Months, in Wayne County by Race/Ethnicity**



**Figure 21: Household Income in the Past 12 Months, in Detroit by Race/Ethnicity**



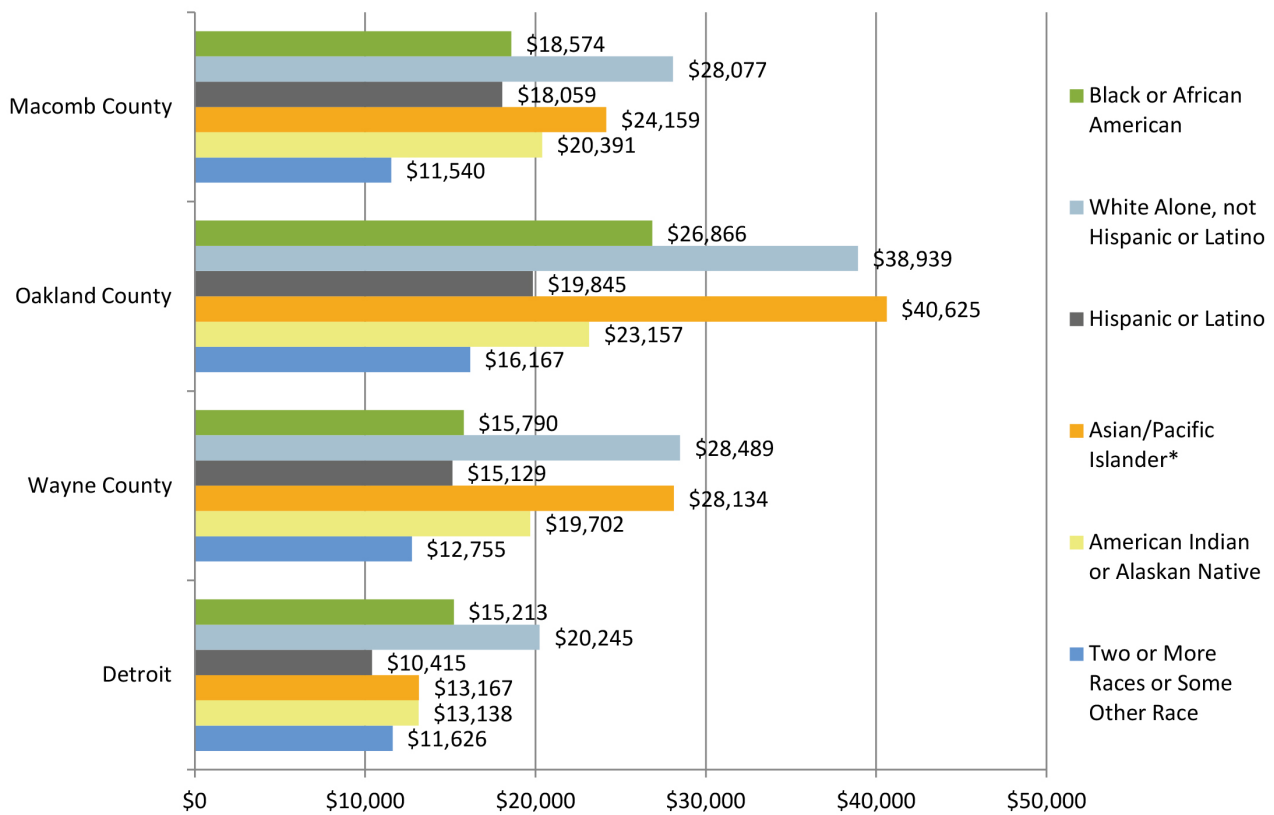
Source c

- These data are aggregated to six income categories from the 16 income categories on the American Community Survey data.
- Detroit has the highest percentage of lower-income residents (with incomes under \$25,000) and the lowest percentage of high-income residents (income greater than \$150,000) across all racial/ethnic categories.
- In contrast with county figures, distribution by race within Detroit's income categories is fairly even.

## Per Capita Income

Figure 22 provides the per capita income by race/ethnicity for each geographic region. According to the U.S. Census Bureau, per capita income is the mean income computed for every man, woman, and child in a particular group including those living in group quarters. It is derived by dividing the aggregate income of a particular group by the total population in that group. Per capita income is rounded to the nearest whole dollar.

**Figure 22: Per Capita Income by Race/Ethnicity**



Source e

- Asian/Pacific Islanders per capita income is higher than whites in Oakland County.
- Detroit per capita income across all racial/ethnic categories is the lowest.

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**Table 3: Income  
Arabs and Chaldeans**

The U.S. Census Bureau must adhere to the 1997 Office of Management and Budget (OMB) standards on race and ethnicity which guide the Census Bureau in classifying written responses to the race question: white – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa. Therefore, the U.S. Census considers Arabs and Chaldeans as white. Nearly two-thirds of Arabs and Chaldeans identify their race as “white,” while another third identify as “other.”<sup>1</sup>

*Arabs and Chaldeans are disproportionately represented among the area’s wealthiest and poorest households.*

- The relatively high number of Arabs and Chaldeans without a high school degree is reflected in income figures. Twenty-four percent claim an annual total family income of under \$20,000, 6 percentage points higher than in the general population. On the other hand, 25 percent report total family incomes of \$100,000 or more per year, compared to 16 percent in the larger population.<sup>2</sup>

## Making a Difference

### SER Metro–Detroit, Jobs for Progress

SER Metro-Detroit (SMD) was established in 1971 to address the economic and employment inequities that exist in the Hispanic community and among other minority and underrepresented groups in the City of Detroit. SMD operates under the basic tenet that it must be responsive and accountable to individuals characterized as “hard to serve.” SMD has grown into a multi-service organization that operates city-wide programs targeting youth, adults, and families from ethnic, racial, and language minority groups with opportunities to improve their lives and livelihoods through education, gainful employment, economic self-sufficiency, and economic justice and advancement.

In concert with its resident agencies and partners, SMD serves approximately 7,000 persons each year. Direct training is provided to 500 persons per year. During its past program year SER Metro conducted 150 job fairs and/or customized employer hiring events.

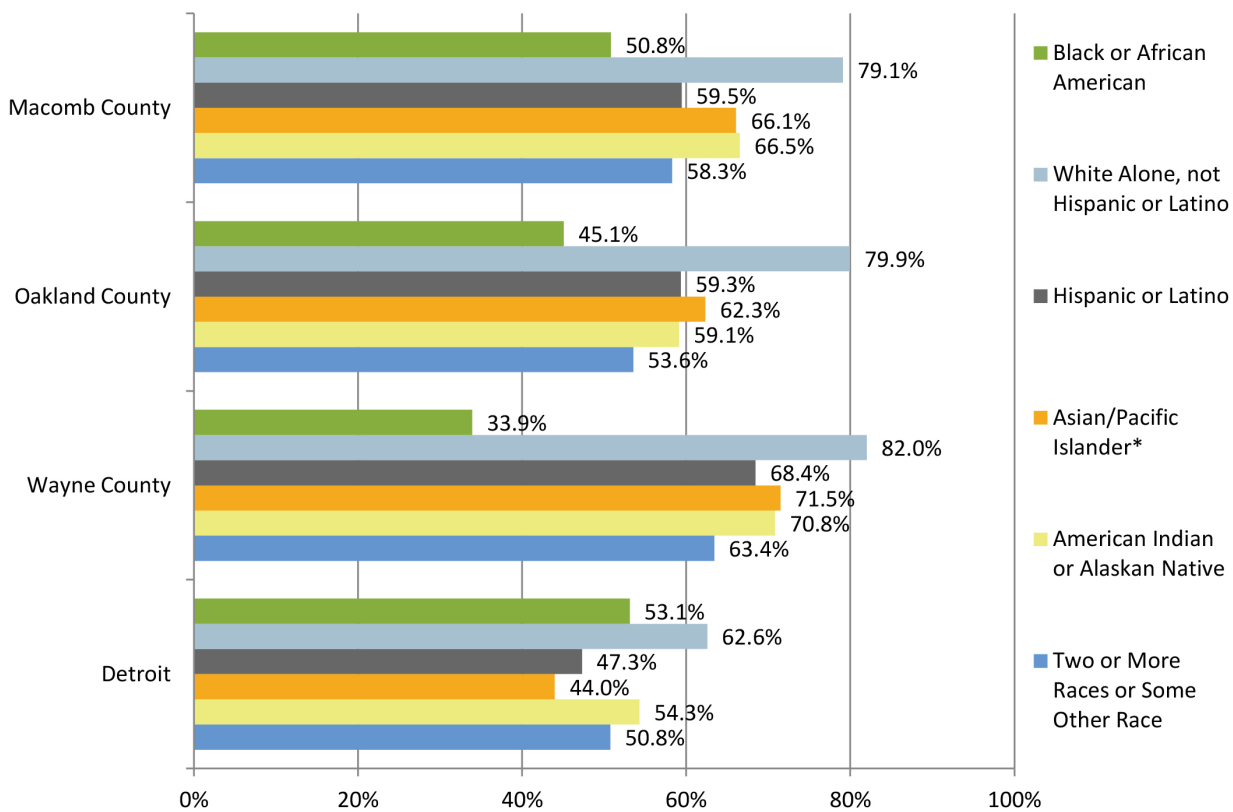
SMD programs have elevated the earnings of minorities and women, raising the economic potential of their families and their neighborhoods and tipping the economic balance of their lives toward parity with others in the metropolitan Detroit area.

# Homeownership

## Homeownership

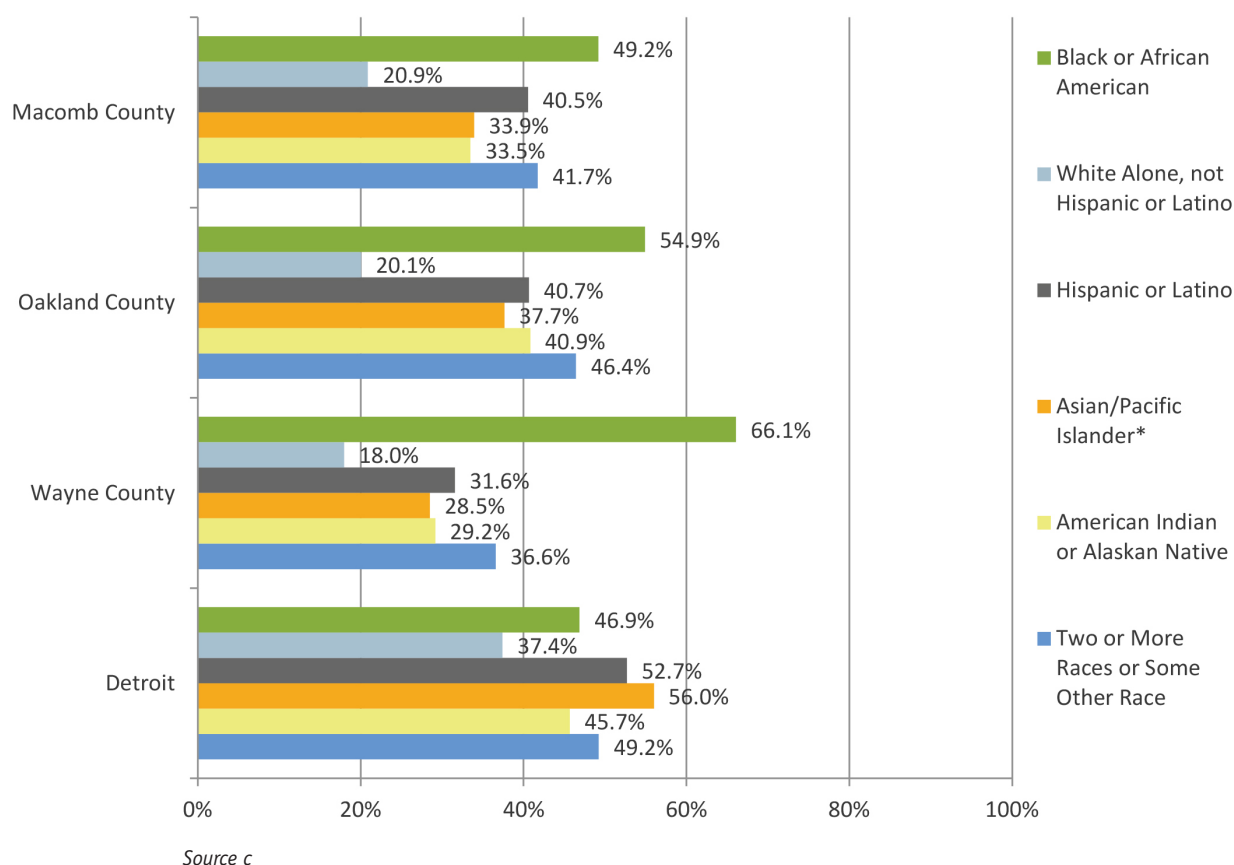
Tenure provides a measurement of home ownership, which has served as an indicator of the nation's economy for decades. The following Figures 23 and 24 are based on the race/ethnicity and housing tenure of the householder. "The householder refers to the person (or one of the people) in whose name the housing unit is owned or rented (maintained) or, if there is no such person, any adult member, excluding roomers, boarders, or paid employees. If the house is owned or rented jointly by a married couple, the householder may be either the husband or the wife. The person designated as the householder is the "reference person" to whom the relationship of all other household members, if any, is recorded."<sup>4</sup>

**Figure 23: Race/Ethnicity of Householder in Owner-Occupied Housing Units**



Source c

**Figure 24: Race/Ethnicity of Householder in Renter-Occupied Housing Units**



- Aside from in Detroit, African Americans are least likely of all racial/ethnic categories to live in an owner occupied housing unit.
- In all study area geographies, whites are most likely to live in owner occupied units.
- In Detroit, Hispanics/Latinos and Asians/Pacific Islanders are most likely to live in renter-occupied housing units.

## Making a Difference

### Fair Housing Center of Metropolitan Detroit

The Fair Housing Center of Metropolitan Detroit (FHC) was established in April, 1977 for the purpose of addressing fair housing issues in the metropolitan Detroit area. Since its inception over thirty five years ago, the Fair Housing Center of Metropolitan Detroit has fought for the right for all home seekers to be treated fairly and with dignity. FHC seeks to assure equal access to housing without discrimination based on race, sex, age, color, religion, national origin, familial, marital, sexual orientation, or disability status.

The Fair Housing Center of Metropolitan Detroit has actively investigated over 6,000 complaints and contributed to over 11 million dollars in settlements and awards for victims. FHC has played a major leadership role in supporting fair housing across the United States; having assisted in helping establish fair housing centers in over 20 different

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metropolitan areas and working to train and inform hundreds of home seekers, attorneys, property owners, and management companies. They have developed and conducted fair housing training and information programs reaching over 10,000 participants in over 150 units of government, financial institutions, apartment rental, and real estate sales firms in the metropolitan area.

FHC have produced written opinions or rulings that have been cited in hundreds of housing discrimination lawsuits. The FHC serves the entire metropolitan area. Their case breakdown is as follows: 55% Wayne County, 28% Oakland County, and 17% Macomb County. The Center produces a quarterly newsletter that is circulated to over 8,000 firms and individuals. The Courts frequently require the defendants in housing lawsuits to receive anti-discriminatory training; as a result, FHC has developed an Educational Outreach Program and to date, over 6,500 individuals have been trained by FHC.

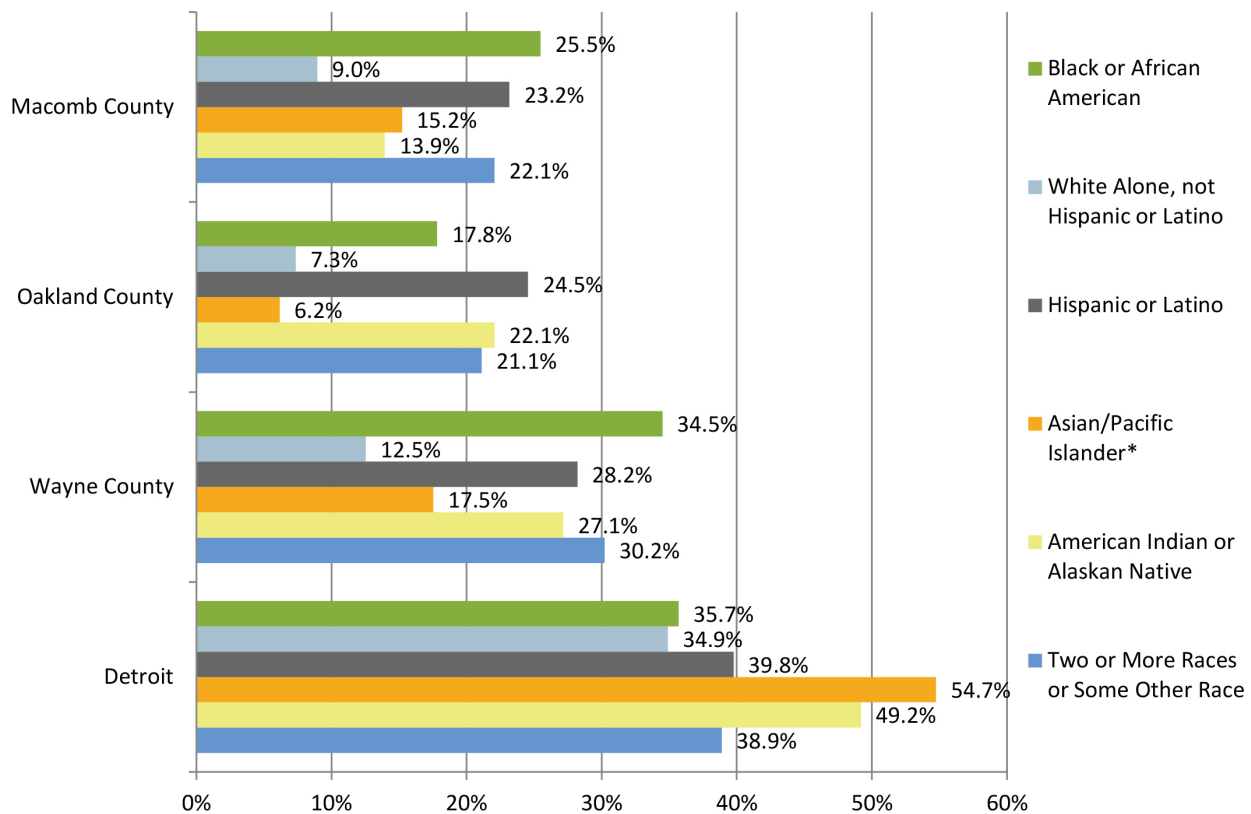
# Poverty

## Poverty

The U.S. Census Bureau uses a set of dollar value thresholds (income cutoffs) that vary by family size and composition to determine who is in poverty. If a family's total income is less than the dollar value of the appropriate threshold, then that family and every individual in it are considered to be in poverty. The poverty thresholds do not vary geographically, but they are updated annually for inflation with the Consumer Price Index (CPI-U).

Figure 25 provides the data for the percentage of the population by race/ethnicity in the region that was determined to be below the poverty level.

**Figure 25: Poverty Status in the Past 12 months by Race/Ethnicity**



Source e

- White poverty remains below 12.5% for all counties.
- Poverty for all racial/ethnic categories in Detroit exceeds the poverty status in all counties.

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## Making a Difference

### Forgotten Harvest

Forgotten Harvest is motivated by the fact that one quarter of food produced in the United States ends up in a landfill ... 96 billion pounds wasted each year while many go hungry. Forgotten Harvest, the Detroit area's only food rescue organization, was established in 1990 to fight both hunger and waste. Its mission is to "relieve hunger in the Detroit metropolitan community by rescuing prepared and perishable food and donating it to emergency food providers."

Forgotten Harvest currently rescues surplus food from more than 375 Health Department-approved donors, including grocery stores, wholesalers, farmers, dairies, caterers, and restaurants. It is delivered by a fleet of 16 refrigerated trucks and vans free of charge to 135 food pantries, soup kitchens, and shelters in the tri-county area that serve at-risk children, seniors, the homeless, and working poor.

In 2013, Forgotten Harvest distributed 45.5 million pounds of food (fresh meat, dairy products, fruits vegetables, and baked goods), up from 43.9 million pounds in 2012 and 23.2 million pounds in 2011. According to food industry standards (1 pound = 1 meal). Forgotten Harvest delivered the equivalent of over 40 million meals, helping to relieve hunger for thousands of people throughout the region. The people served are diverse as the metropolitan Detroit community – young and old, from all races. Almost 80% of the food is distributed in Detroit.

### Focus:HOPE

In its 46-year existence, Focus:HOPE has become a leader in providing tools for self-sufficiency and hope for the future to thousands of Detroiters. Its mission then and now is to initiate practical actions to help people overcome discrimination and limited opportunities. In this challenge to achieve equity, Focus:HOPE has brought together thousands of volunteers as well as corporations, foundations, and government agencies throughout metropolitan Detroit and beyond.

Through the dedication of these supporters and the outstanding leadership of its founders, the late Father William Cunningham and the late Eleanor Josaitis, Focus:HOPE has evolved into a large, multi-faceted organization that has touched thousands of Detroit-area residents. Since 1971, Focus:HOPE has assisted more than 21.7 million individuals by providing commodity foods and nutrition information in three languages.

While providing food for the hungry continues to be a necessary priority, Focus:HOPE concentrates on education and training as the keys to combating discrimination and poverty. Training programs were developed beginning in 1981 in the areas of manufacturing, engineering, and information technology, all of which lead to good-paying jobs.

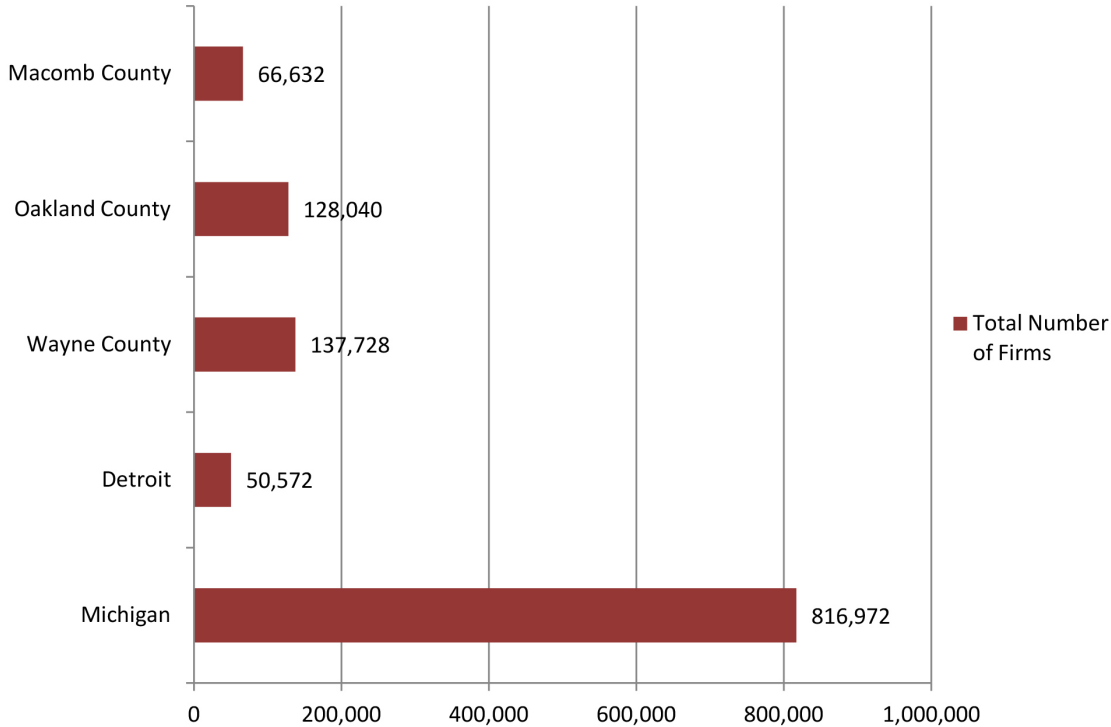
# Business Ownership

## Business Ownership

The 2007 Survey of Business Owners provides basic economic data on businesses owned by Hispanics/Latinos, Blacks or African Americans, American Indians/Alaskan Natives, Asians, Native Hawaiians/Pacific Islanders, and whites. The survey data is based firms rather than on establishments. A firm may operate one place of business or more, such as a chain of restaurants, or have no fixed business location, such as the firm represented by a self-employed carpenter or salesperson. A firm contrasts with an establishment, which is a single physical location at which business is conducted. Most other data from the Economic Census are reported on an establishment basis rather than a firm basis. Hispanic or Latino firms may be of any race which is why the number of firms may not equal 100%. Moreover, each owner had the option of selecting more than one race and is included in each race selected. Firms with more than one domestic establishment are counted in each industry and geographic area in which they operate.

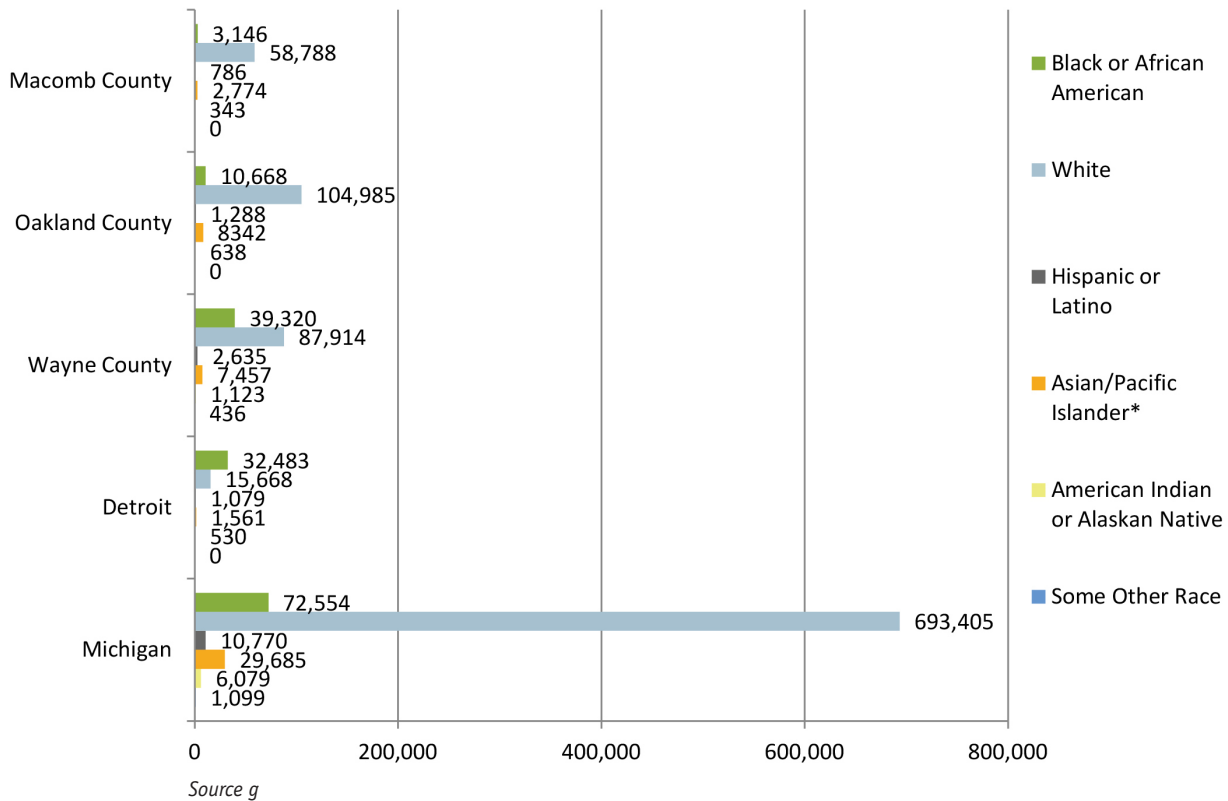
Figures 26 through 28 provide the data for the number of firms (business ownership). Figure 26 is the number of firms for the region compared with the State of Michigan, Figure 27 provides the number of firms by race and ethnicity for the region compared with the State, and Figure 28 is the percentage of firms by race and ethnicity for the region compared with the State.

**Figure 26: State, County, and Detroit Firms**

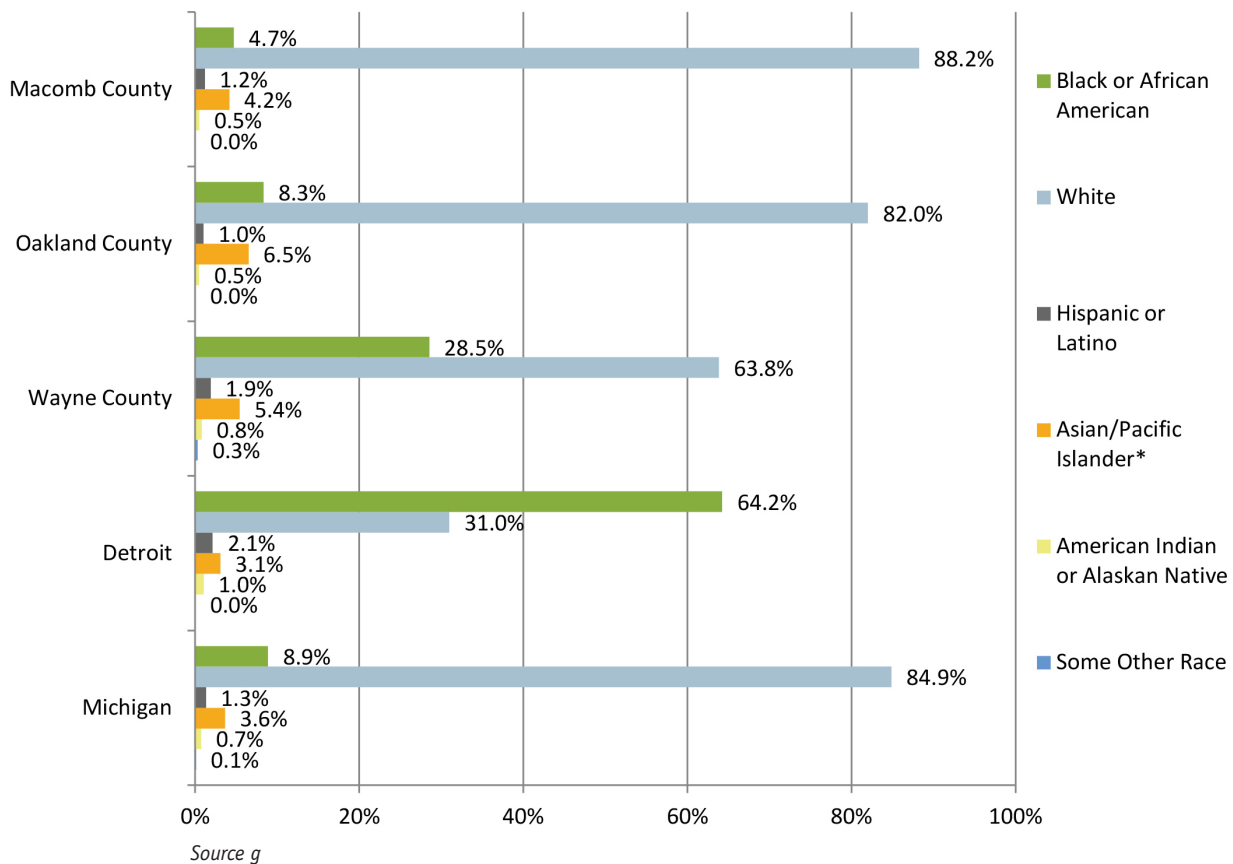


Source f

**Figure 27: Number of Firms by Race/Ethnicity**



**Figure 28: Percentage of Firms by Race/Ethnicity**



- Whites own over 84% of the firms in the State of Michigan.
- Detroit has the highest percentage of firms owned by African Americans than Wayne, Oakland, and Macomb counties.
- White owned firms in Macomb and Oakland counties approximate white owned firms in the State by percentage.

**Table 4: Business Ownership  
Arabs and Chaldeans**

The U.S. Census Bureau must adhere to the 1997 Office of Management and Budget (OMB) standards on race and ethnicity which guide the Census Bureau in classifying written responses to the race question: white – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa. Therefore, the U.S. Census considers Arabs and Chaldeans as white. Nearly two-thirds of Arabs and Chaldeans identify their race as “white,” while another third identify as “other.”<sup>1</sup>

*Arabs and Chaldeans own their own businesses in greater numbers than others in the tri-county area and are more likely to be self-employed.*

- Nineteen percent of Arabs and Chaldeans own their own businesses, while only 14 percent of the larger population owns a business.
- Among currently employed Arabs and Chaldeans, 31 percent say they are self-employed, while another 9 percent are both self-employed and employed by others. These numbers are nearly twice as high as those found among the general population, 16 percent of whom are self-employed and 5 percent of whom are both self-employed and working for others.<sup>2</sup>

## Making a Difference

### Blue Cross Blue Shield of Michigan

Blue Cross Blue Shield of Michigan is committed to ensuring a workforce as diverse as the communities they serve. This assurance creates a high-performing and inclusive culture that positively impacts business results. Blue Cross Blue Shield of Michigan also continues to build new partnerships with a diverse group of suppliers and business partners to better serve Michigan communities. BCBSM has in excess of 175 diverse suppliers. BCBSM consistently passes spending goals with minority-owned businesses. Over the past seven years, BCBSM increased the money spent with minority businesses by 169%.

# Health

## Health

With the release of the federal report on Black and Minority Health in 1985, many national, state, and local programs were subsequently developed to reduce racial disparities in heart disease, cancer, diabetes, infant mortality, unintentional injuries, and other health conditions. In 1988, the Office of Minority Health (OMH) in Michigan was established by executive order to serve as the coordinating body for minority health in the state for the five racial/ethnic groups served.

In our research, we encountered a number of reports on health care, access to health care, and health disparities such as: The Michigan Health Equity Roadmap, The Michigan Health and Wellness 4 X 4 Plan, The Economic Impact of Health Care in Michigan, The State of Population Health Report, The Regional Health Practice Profiles Summary Report, The Kirwan Institute – Detroit-Area Opportunity Mapping Update for the State of Michigan, The Michigan Health Equity Data Project, The Michigan Department of Community Health 2012 Health Equity Report - Health Disparities Reduction and Minority Health Section (HDRMHS), etc. The data is compiled at the state or county level or by five or seven county regional snapshots. None looked at comparative data for the tri-county region with Detroit by the six major race/ethnicity categories. For this reason we were unable to provide health data for this report.

## Making a Difference

### CHASS

Community Health and Social Services Center (CHASS) is regarded as a national model for the delivery of health care to urban populations. The Center provides culturally competent primary medical services in English and Spanish. CHASS was founded in 1970, with support from office of then-Governor William G. Milliken, as a joint venture between the state, City of Detroit, and the Hispanic community. Understanding the need for accessible health care for Detroit's Hispanic and African American residents, the founders were pioneers in providing community-based, low-cost medical care, and other services with a bilingual staff.

From its beginning, CHASS provided limited medical services in a renovated house on West Vernor Highway. Over the years they have responded to the increasing need for low cost medical care by expanding services to become one of the primary sources of health care for many residents, especially women of child-bearing age, families with young children, and the elderly.

CHASS moved to its current location on West Fort Street in 1975, and opened the CHASS MidTown Center in 2001 to serve the central and near eastside area of Detroit. In 2012 the southwest Detroit location erected a new \$17 million 48,000 square foot health center and administrative facility with 24 exam rooms, four procedure rooms, pharmacy, conference area, demonstration kitchen, and a wellness center with an indoor track. It is home to the REACH Detroit Partnership, a community-driven approach to preventing diabetes and its related conditions and improving quality of life.

In 2012, CHASS provided medical and dental services to just over 12,350 individuals, fifty-nine percent (59%) of all patients are Latino and the majority of these seek services at the Southwest Center; 13% of users are African American; 5% are Caucasian; and the remaining 23% identified as Asian, Native American, Pacific Islander or refused to report. Thirty-six percent (36%) of all patients are best served in a language other than English. CHASS' payer mix is 79% uninsured, 15% Medicaid, Medicare or another form of public insurance and 7% private insurance. Sixty-five percent (65%) of CHASS users have incomes at or below 100% of poverty.

# The Case for Racial Equity

## The Case for Racial Equity – Adding Up the Benefits

What does racial discrimination cost us as a society?

- If the average incomes of minorities were raised to the average incomes of whites, total U.S. earnings would increase by 12%, representing nearly \$1 trillion today. By closing the earnings gap through higher productivity, gross domestic product (GDP) would increase by a comparable percentage, for an increase of \$1.9 trillion today. The earnings gained would translate into \$180 billion in additional corporate profits, \$290 billion in additional federal tax revenues, and a potential reduction in the federal deficit of \$350 billion, or 2.3% of GDP.<sup>5</sup>
- When projected to 2030 and 2050, the results are even more startling. Minorities make up 37% of the working age population now, but they are projected to grow to 46% by 2030, and 55% by 2050. Closing the earnings gap by 2030 would increase GDP by 16%, or more than \$5 trillion a year. Federal tax revenues would increase by over \$1 trillion and corporate profits would increase by \$450 billion. By 2050, closing the gap would increase GDP by 20%. This is roughly the size of the entire federal budget, and a higher percentage than all U.S. healthcare expenditures!<sup>5</sup>
- A US, Department of Commerce study estimated that if income inequities were eliminated, minority purchasing power would increase from a baseline projection of \$4.3 trillion in 2045 to \$6.1 trillion (in 1998 dollars), reaching 70% of all U.S. purchases.<sup>5</sup>

According to the Business Case for Racial Equity by Ani Turner, these figures are initial approximations, and they represent upper bounds on potential economic benefits. They do not consider the cost of investments required to close the earnings gap. But they illustrate that even modest progress toward eliminating racial inequities could produce significant economic benefits.

## Methodology

The data used for this report came from the American Community Survey for the 2007-2011 5 year estimates U.S. Census Bureau, 2011 Local Employer Dynamics, and the 2007 Survey of Business Owners from the U.S. Census Bureau. The American Community Survey (ACS) is a nationwide survey that produces characteristics of the population and housing, similar to the long-form questionnaire used in Census 2000. ACS is a continuous survey, in which each month a sample of housing unit addresses receives a questionnaire. The results are then aggregated over a specific period of time – one year, three years, or five years. The data collection is spread evenly across the entire period represented so as not to over-represent any particular month or year within the period. About 3.5 million addresses are surveyed each year.

Questions that were asked on the 2010 Census are also asked on the American Community Survey questionnaire. Traditionally, these numbers have been collected during the census every 10 years. Those numbers play a critical role for states and local communities in determining their share of federal money for schools, roads, senior citizen centers, and other services. In today's world, our communities can change very quickly. Between decennial censuses, local governments, organizations, and businesses need timely data to assess and plan for local needs. Costly mistakes can result when planners do not have current data on which to base their decisions. That is one of the reasons why the U.S. Census Bureau moved to a whole new way of gathering data to help answer those questions. Rather than taking a snapshot of a community once every ten years, the American Community Survey provides a dynamic and much timelier moving picture of the nation, every year.

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## Educational Attainment

According to the U.S. Census, American Community Survey data on educational attainment are derived from a single question that asks, “What is the highest grade of school...has completed, or the highest degree...has received?”

The questions on educational attainment apply only to progress in “regular” schools. Such schools include graded public, private, and parochial elementary and high schools (both junior and senior high schools), colleges, universities, and professional schools, whether day schools or night schools. Thus, regular schooling is that which may advance a person toward an elementary school certificate or high school diploma, or a college, university, or professional school degree. Schooling in other than regular schools was counted only if the credits obtained are regarded as transferable to a school in the regular school system.

## Labor Force Participation

According to the U.S. Census, the Labor Force Participation rate represents the proportion of the population that is in the labor force. Not in Labor Force are all people 16 years old and over who are not classified as members of the labor force. This consists mainly of students, homemakers, retired workers, seasonal workers interviewed in an off season who were not looking for work, institutionalized people, and people doing only incidental unpaid family work (less than 15 hours during the reference week).

## Job Dispersion

Data on place of work refer to the geographic location at which workers carried out their occupational activities. In the American Community Survey, the exact address (number and street name) of the place of work was asked, as well as the place (city, town, or post office); whether the place of work was inside or outside the limits of that city or town; and the county, state or foreign country, and ZIP Code.

## Income

Household income includes the income of the householder and all other individuals 15 years old and over in the household, whether they are related to the householder or not. Because many households consist of only one person, average household income is usually less than average family income. Although the household income statistics cover the past 12 months, the characteristics of individuals and the composition of households refer to the time of interview. Thus, the income of the household does not include amounts received by individuals who were members of the household during all or part of the past 12 months if these individuals no longer resided in the household at the time of interview. Similarly, income amounts reported by individuals who did not reside in the household during the past 12 months but who were members of the household at the time of interview are included. However, the composition of most households was the same during the past 12 months as at the time of interview.

## Poverty

The official poverty definition counts money income before taxes and excludes capital gains and noncash benefits (such as public housing, Medicaid, and food stamps). Further, poverty thresholds for people living alone or with nonrelatives (unrelated individuals) vary by age (under 65 years or 65 years and older). The poverty thresholds for two-person families also vary by the age of the householder. Similarly, if an unrelated individual’s total income is less than the appropriate threshold, then that individual is considered to be in poverty.

To determine a person’s poverty status, one compares the person’s total family income in the last 12 months with the poverty threshold appropriate for that person’s family size and composition (see example below). If the total income of that person’s family is less than the threshold appropriate for that family, then the person is considered “below the poverty level,” together with every member of his or her family. If a person is not living with anyone related by birth, marriage, or adoption, then the person’s own income is compared with his or her poverty threshold. The total number of people below the poverty level is the sum of people in families and the number of unrelated individuals with incomes in the last 12 months below the poverty threshold.

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## Acknowledgements

New Detroit would like to thank Data Driven Detroit, SEMCOG, Michigan Department of Minority Health and ACCESS for their assistance in this report.

## Endnotes

- <sup>1</sup> Arab American Economic Contribution Study, Wayne State University, Office of The Provost Center for Urban Studies, March 1, 2007.
- <sup>2</sup> Preliminary Findings from the Detroit Arab American Study, University of Michigan, University of Michigan-Dearborn, and Princeton University, April 2004.
- <sup>3</sup> American Community Survey, 2009-2011 3-Year Average.
- <sup>4</sup> United States Census Bureau.
- <sup>5</sup> The Business Case for Racial Equity, Ani Turner, Altarum Institute. Funded by the W. K. Kellogg Foundation, October 2013.

## Chart Sources

Source a: American Community Survey, 2007-2011 5-Year Estimate; New Detroit, January 2014.

Source b: American Community Survey, 2007-2011 5-Year Estimate; New Detroit, January 2014.

\* Includes the Census race categories “Asian” and “Native Hawaiian/Pacific Islander”

Source c: American Community Survey, 2007-2011 5-Year Average; Data Driven Detroit, November 2013.

\* Includes the Census race categories “Asian” and “Native Hawaiian/Pacific Islander”

Note: Race and ethnicity populations are not mutually exclusive. With the exception of “White Alone, not Hispanic or Latino”, Hispanic or Latino populations may be captured by race category estimates.

Source d: U.S. Census Bureau, 2011 Local Employer Dynamics (LED); Data Driven Detroit, November 2013.

\* Includes the Census race categories “Asian” and “Native Hawaiian/Pacific Islander”

Note: Race and ethnicity populations are not mutually exclusive. Hispanic or Latino populations may be captured by race category estimates.

Primary jobs are defined as “public and private sector jobs, one job per worker. A primary job is the highest paying job for an individual worker.”

Source e: American Community Survey, 2007-2011 5-Year Average; New Detroit, January 2014.

\* Includes the Census race categories “Asian” and “Native Hawaiian/Pacific Islander”

Source f: U.S. Census Bureau, 2007 Survey of Business Owners; New Detroit, January 2014.

Source g: U.S. Census Bureau, 2007 Survey of Business Owners; New Detroit, January 2014.

\* Includes the Census race categories “Asian” and “Native Hawaiian/Pacific Islander”