2019 Equality Index:

State of Hispanic Kansas City

Developed for

The Urban League of Greater Kansas City

by

UMKC

University of Missouri - Kansas City

UMKC Institute for Human Development
Melissa Patterson Hazley, Ph.D.

in partnership with
UMKC Center for Economic Information
Lead Researchers: Michael Kelsay, Ph.D.
Douglas H. Bowles, Ph.D.

Invaluable Research Assistance Provided by

Tyler Feaver, IPhD Student, Department of Economics
Kyle Mohr, IPhD Student, Department of Economics

with support from
UMKC Office of Research and Economic Development
Mark Nichols, Ph.D., Interim Vice Chancellor for Research & Economic Development
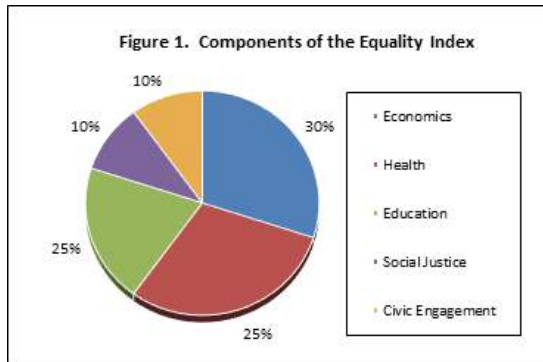
OVERVIEW

The Equality Index

The 2019 Equality Index for Hispanic Kansas City represents the second expansion comparing Hispanic and non-Hispanic white Kansas City residents. The first comparison of Hispanic and non-Hispanic white Kansas City residents was conducted in 2015.

The index follows a methodology used by the National Urban League in its most recent Equality Index publication.[1] This method compares the value of indicators in several categories for Hispanic residents of Kansas City with the value of the same indicators for non-Hispanic white residents of Kansas City. The index uses data from the five most populous counties of the Kansas City Metro Area (Clay, Jackson and Platte in Missouri, and Johnson and Wyandotte in Kansas).

The basic idea for the index is to examine variables that indicate the conditions of minority populations relative to the values of their white counterparts. If the numbers for minority residents are the same as those for their white counterparts, then the Equality Index equals 100. When minority residents fare worse than white residents do, the Equality Index is less than 100, and when minority residents fare better than white residents do, the index is greater than 100.

Figure 1. Components of the Equality Index

There are five major categories of indicators, each of which is assigned a relative importance to be used in calculating the overall Index of Equality. The relative importance is reflected in a weight. The five major categories and their respective weights are displayed in Figure 1.
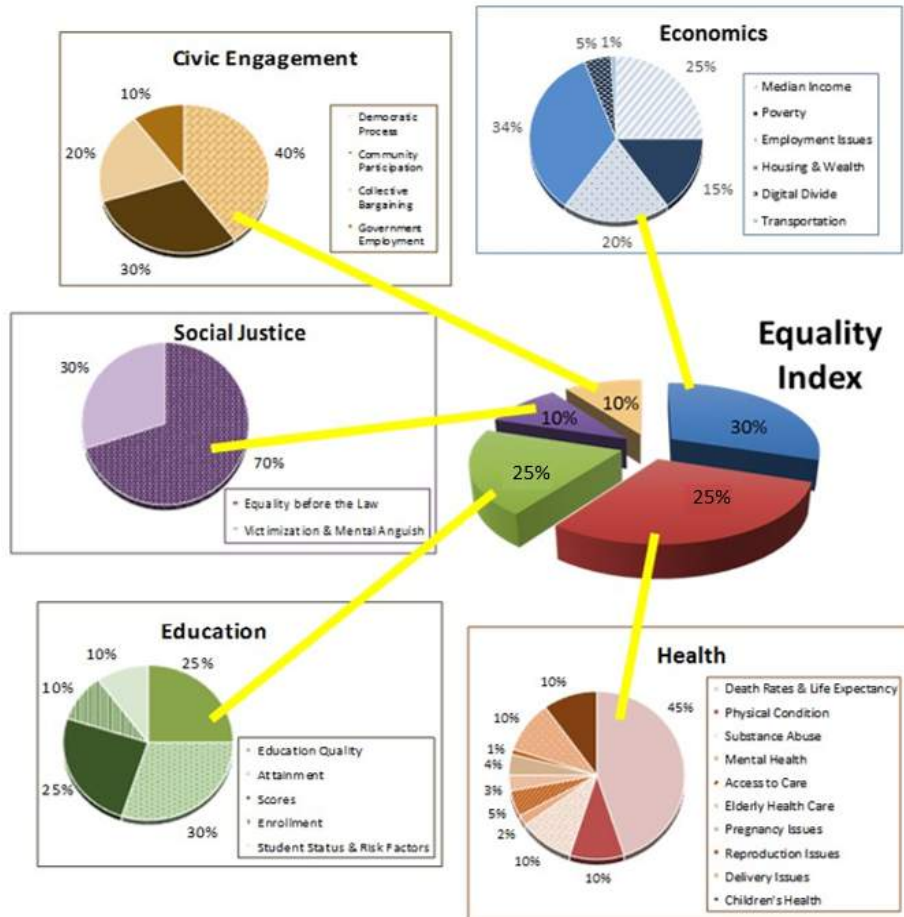
For each of these major categories, a sub-index is calculated. The same method is used to calculate each sub-index, with a value of 100 meaning that the minority population has the same value as the white population.

---

[1] National Urban League. (2019). *State of Black America 2019© Save our Cities: Powering the Digital Revolution.* Author. http://soba.iamempowered.com/sites/soba.iamempowered.com/files/SOBA2019-Black-White%20Index.pdf

Each of the five sub-indices is in turn based on several sub-categories. For example, there are six sub-categories used to arrive at the Economics Sub-index (Median Income, Poverty, Employment Issues, Housing and Wealth, the Digital Divide, and Transportation). Finally, each of these sub-categories is based on one or more individual variable. An overview of the components of the Equality Index is displayed in Figure 2.

Several changes occurred over time in the design of the National Index. Weights given to some categories were changed, and some variables were added and subtracted. These adjustments have not seemed to change the result in the National Index. Corresponding changes were also made to the Kansas City Equality Index.

Figure 2. Overview of the Components of the Equality Index

The Data Collection Area

The geographic coverage of the Kansas City Equality Index expanded in 2019. The first index (2006) used data from only Jackson County, Missouri, and Wyandotte County, Kansas. The current index uses data from the five most populous counties of the Kansas City Metropolitan Area: Clay, Jackson, and Platte in Missouri, and Johnson and Wyandotte in Kansas. The county population numbers are used to calculate a weighted average for each indicator used in the analysis, with the weights consisting of the percentage of the Hispanic population living in each county.

The Kansas City Metropolitan Statistical Area (KCMSA) consists of 14 counties. According to the Census Bureau's 5-year estimates for the period 2013–2017, the total population was 2,088,380. Overall, 84% of the KCMSA population is concentrated in the five largest counties (Clay, Jackson, and Platte in Missouri, and Johnson and Wyandotte in Kansas). An even larger percentage of the Hispanic population (93%) is concentrated in these five counties. Virtually all of the population growth in the MSA is due to growth in the Hispanic population. The Hispanic population has grown 10.5% since our 2015 report, while the black population has grown only 0.59%.

Because the vast majority of minority populations live in the five most populous counties, we have restricted ourselves to data from these counties in the calculation of the Hispanic Equality Index. Table 1 presents a tabulation of the Kansas City population by county and by racial/ethnic combinations. The shaded cells signify the populations that are included in the calculation of most of the Equality Indices, sub-indices, and components.

Table 1: Fifteen-County Kansas City Population by Race/Ethnicity

COUNTY	Non-Hispanic White	Black Non-Hispanic	Hispanic	5-County Area	Other*	All Races / Ethnicities
Jackson (MO)	431,411	161,236	60,846	653,493	35,061	688,554
Clay (MO)	193,763	13,210	15,590	222,563	13,505	236,068
Platte (MO)	79,450	6,347	5,601	91,398	5,501	96,899
Wyandotte (KS)	67,848	37,030	45,791	150,669	12,558	163,227
Johnson (KS)	466,059	26,035	43,057	535,151	43,646	578,797
5-County Area	1,238,531	243,858	170,885	1,653,274	110,271	1,763,545
Other 9 KCMSA Counties*	287,650	12,665	13,293	313,608	11,677	325,285
14-County Area*	1,526,181	256,523	184,178	1,966,882	121,948	2,088,830

* NOTE: In February 2013, the MSA changed from a 15-county area to 14 after Franklin County, KS was dropped.
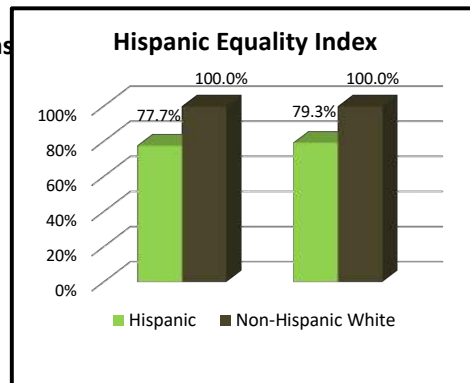Source: ACS 2017 5-Year Estimates

COUNTY	Non-Hispanic White	Black Non-Hispanic	Hispanic	5-County Area	Other*	All Races / Ethnicities
Jackson (MO)	431,411	161,236	60,846	653,493	35,061	688,554
Clay (MO)	193,763	13,210	15,590	222,563	13,505	236,068
Platte (MO)	79,450	6,347	5,601	91,398	5,501	96,899
Wyandotte (KS)	67,848	37,030	45,791	150,669	12,558	163,227
Johnson (KS)	466,059	26,035	43,057	535,151	43,646	578,797
5-County Area	1,238,531	243,858	170,885	1,653,274	110,271	1,763,545
Other 10 KCMSA Counties**	310,939	13,053	14,337	338,329	12,555	350,884
15-County Area**	1,549,470	256,911	185,222	1,991,603	122,826	2,114,429

** NOTE: In February 2013, the MSA changed from a 15-county area to 14 after Franklin County, KS was dropped. This table however includes the population estimate of Franklin County to compare directly with Table 1 of the "2015 Equality Index: State of Black Kansas City."
Source: ACS 2017 5-Year Estimates

The Hispanic Equality Index for Kansas City can be compared to the National Equality Indices. The Equality Indices in the right columns of Figure 3 show the comparison of the State of Hispanic Kansas City and the State of Hispanic America. According to the Equality Indices, the Hispanic population of both Kansas City and the United States are faring 77-79% as well as their or non-Hispanic white counterparts.

Figure 3. 2019 Kansas City Hispanic Equality Index and 2018 National Equality Index

Comparisons of Kans

The Kansas City Hispanic Index value was 75.9% in 2015 and was 77.2% in 2019, a marginal improvement of 1.3% in four years. Hispanics have achieved little progress from 2015 to 2019.

The sub-indices provide more information about the areas that increase and decrease the Equality Index. Table 2 displays the sub-index values for Hispanic populations of Kansas City and the nation.

For the Hispanic populations in Kansas City and the nation, the sub-index values are faring better than their black counterparts are. Nevertheless, four of the five sub-indices are below 75% of their non-Hispanic white counterparts. The Health Index of 103.7% suggests than Hispanics are doing better than their non-Hispanic white counterparts are, as was the case in 2015.
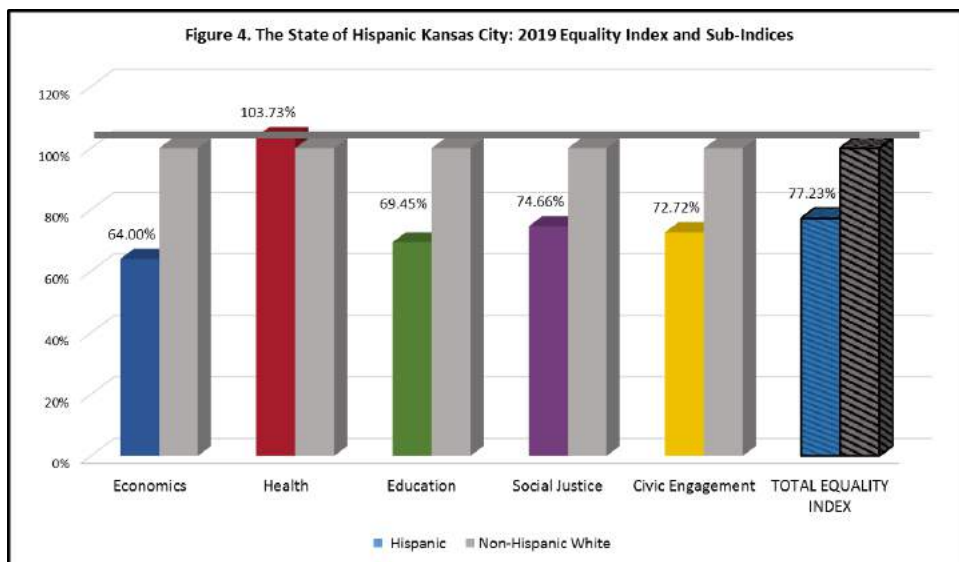
Table 2. Comparison of the 2019 State of Hispanic Kansas City Equality Index and the 2018 National Urban League Hispanic Equality Index

Sub-Index	Hispanic Equality Index	
	2019 Kansas City	2018 United States
Economics	64.0%	64.9%
Health	103.7%	108.6%
Education	69.5%	76.4%
Social Justice	74.7%	64.5%

Civic Engagement	72.7%	70.9%
TOTAL EQUALITY INDEX	**77.2%**	**79.3%**

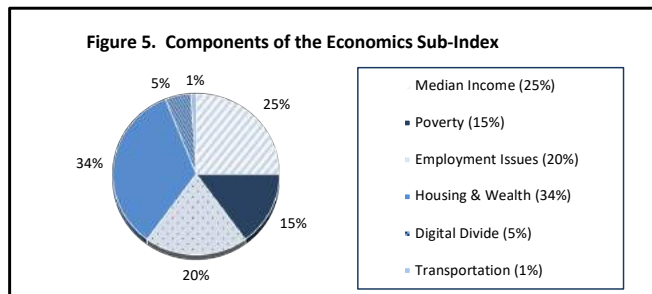## THE 2019 KANSAS CITY HISPANIC EQUALITY INDEX

The Equality Index is developed as a compilation of information in five areas, as discussed in the Overview to this report. The importance and weight of each area was established by the National Urban League in their calculation of the National 2019 Equality Index, which we employed to calculate the 2019 Equality Index for the Hispanic Kansas City population. The areas of the sub-indices and their weights are: Economics (30%), Health (25%), Education (25%), Social Justice (10%), and Civic Engagement (10%). The 2019 Equality Index and five sub-indices are presented for the Hispanic Kansas City population in Figure 4, based on information from the five most populous counties (Jackson, Clay, and Platte Counties in Missouri, and Wyandotte and Johnson in Kansas). As shown in the figure, the relative state of the Hispanic population in Kansas City is much lower than the state of the non-Hispanic white population, except for the Health Sub-index. Note that the bar for the non-Hispanic white population is 100% for each index, with the non-Hispanic white outcome serving as the control to which the Hispanic condition is compared.

Figure 4. The State of Hispanic Kansas City: 2019 Equality Index and Sub-Indices
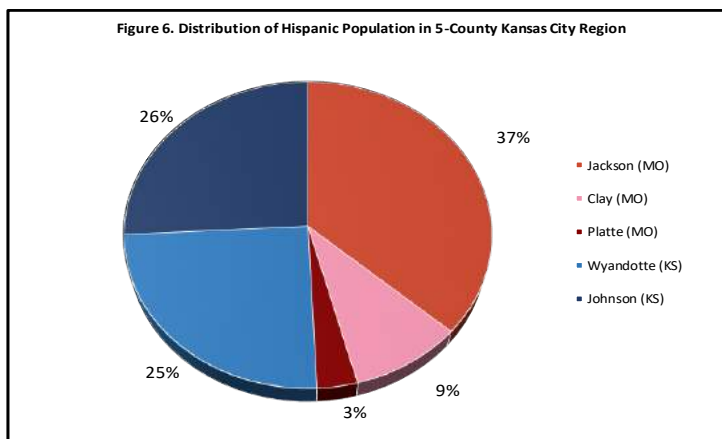
The sub-index for each of the areas is composed of multiple components. We use the weights utilized by the National Urban League in their 2019 Equality Index applied to the Kansas City Metro region. The following analysis presents descriptive information about each sub-index of the 2019 Kansas City Hispanic Equality Index and its contribution to the Equality Index.
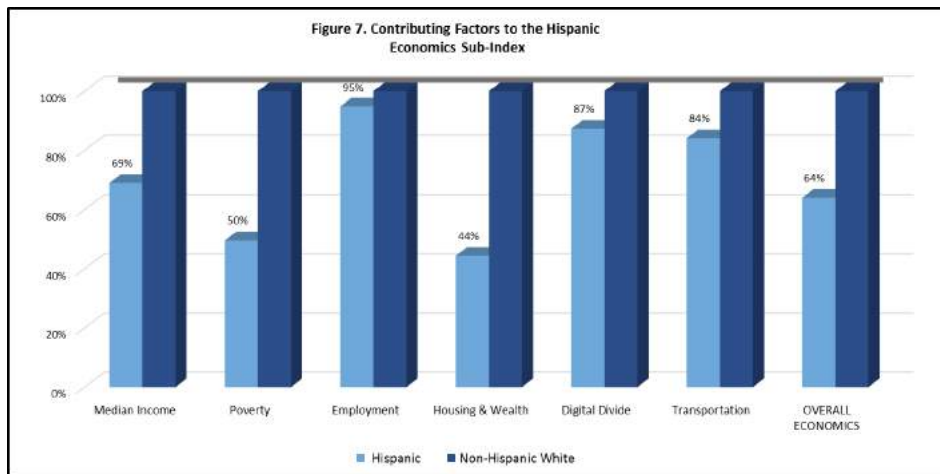
ECONOMICS – 30% OF THE EQUALITY INDEX

The Economics Sub-index of the Equality Index has six components. Each component has a different weight used for the calculation of the overall Economics Sub-index. Figure 5 presents the components of the Economics Sub-index and their respective weights.

Figure 5. Components of the Economics Sub-Index

- Median Income (25%)
- Poverty (15%)
- Employment Issues (20%)
- Housing & Wealth (34%)
- Digital Divide (5%)
- Transportation (1%)

It is also important to adjust for the distribution of the Hispanic population by county. Most of the Hispanic population (88%) is in Jackson, Wyandotte, and Johnson Counties (see the distribution of the Hispanic population in Figure 6). When calculating regional values, the county value is given the weight of the proportion of the Hispanic population in the county.

Figure 6. Distribution of Hispanic Population in 5-County Kansas City Region

- Jackson (MO)
- Clay (MO)
- Platte (MO)
- Wyandotte (KS)
- Johnson (KS)

In the Kansas City region, the Economics Sub-index of the Hispanic Equality Index for 2019 has a value of **64.0%.** However, Figure 7 illustrates the fact that Hispanic economic conditions are worse than the economic conditions of non-Hispanic whites across all contributing factors, particularly with regard to the Housing & Wealth and Poverty measures.

Figure 7. Contributing Factors to the Hispanic Economics Sub-Index

Key Economics Variables

There are a number of key variables in the Economic Sub-index that highlight the meager economic progress for Hispanic people. Four key weights in the Economic Sub-index highlight the poor performance of the Hispanic community. They are (1) Median Household Income, (2) Median Net Worth, (3) Poverty Rate, and (4) Rate of Home Ownership.

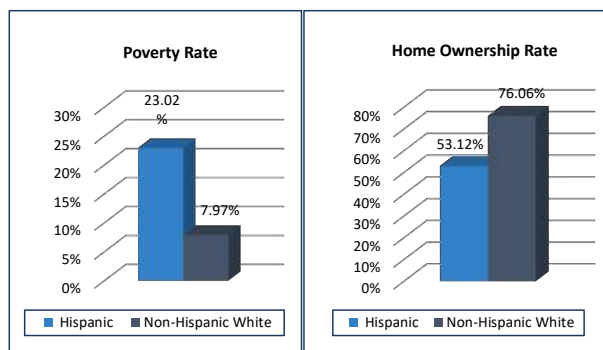Figure 8 displays the comparisons between the

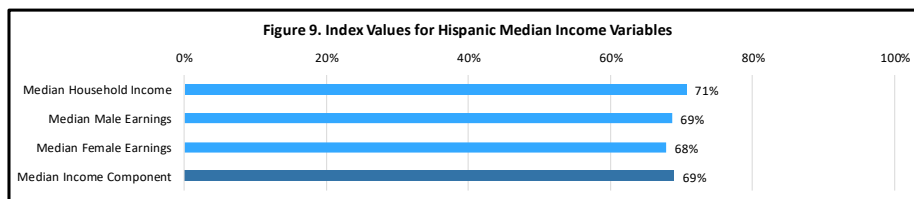**Figure 8. Key Variables of the Hispanic Economics Sub-index**

Hispanic and non-Hispanic white populations of the five-county Kansas City area for these variables. Hispanic median household income is 63% of that for non-Hispanic whites, and median net worth of Hispanics is 7% that of non-Hispanic whites. In 2015, Median Household Income was 75% compared to their non-Hispanic white counterparts, a decrease of 12%. The poverty rate of Hispanic people is more than double the poverty rate of non-Hispanic whites, while the home ownership rate of Hispanic people is 70% that of non-Hispanic whites.

Components of the Economics Sub-index

The following sections examine each of the six components of the Economics Sub-index in more detail. The Index Tables in Appendix B also display the county-by-county distribution of these variables.
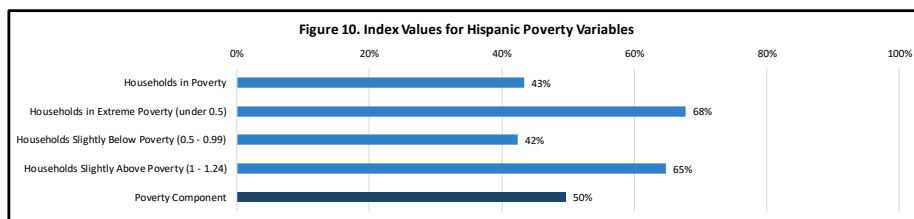
Median Income (25% of the Economics Sub-index). There are three variables that are equally weighted in calculating the Median Income component of the Economics Sub-index: Median Household Income, Median Male Earnings, and Median Female Earnings. For Hispanic men, the Median Earnings were 69%

compared to their non-Hispanic white counterparts, an increase of 3% from 2015. For Hispanic women, the Median Earnings were 68% compared to their non-Hispanic white counterparts, a decrease of 5%. The Median Income Index was 69%, a decrease of 1% compared to 2015. Median Household Income was 71%, a decrease of 4% compared to their non-Hispanic white counterparts. The overall value of the Median Income Index in the Economics Sub-index is **69%**, a decrease of 2% since 2015.

Figure 9. Index Values for Hispanic Median Income Variables

Median Household Income	71%
Median Male Earnings	69%
Median Female Earnings	68%
Median Income Component	69%

Poverty (15% of the Economics Sub-index). Four variables enter into the calculation of the Poverty component of the Economics Sub-index. The Overall Poverty Rate (percentage of households below the poverty line) of non-Hispanic white households, relative to that of Hispanic households, accounts for 60% of the value of the Poverty component. The remaining 40% comes from the ratio of percentage of non-Hispanic white households to percentage of Hispanic households in the three lowest categories of income relative to the poverty line (each of these gets one-third of the remaining 40%).
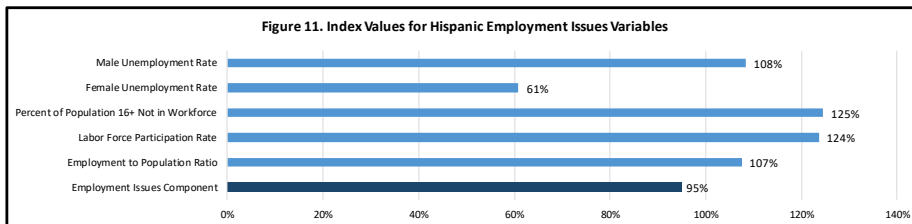
Because higher poverty numbers reflect a worse economic condition, we look at the percentage of non-Hispanic white households in poverty divided by the percentage of Hispanic households in poverty to get a number that grows when things become more equal. Figure 10 shows the results of the poverty calculations. The index value of the Poverty component is **50.0%**. The Poverty component has the lowest index value of all six components of the Economics Sub-index for Hispanic people, and therefore, brings the Economics Sub-index down. In comparing this to the Median Income Index of **70.5%**, the negative contribution of the poverty component becomes clear. Especially alarming is the value of **68%** for the Extreme Poverty component.

Figure 10. Index Values for Hispanic Poverty Variables

Households in Poverty	43%
Households in Extreme Poverty (under 0.5)	68%
Households Slightly Below Poverty (0.5 - 0.99)	42%
Households Slightly Above Poverty (1 - 1.24)	65%
Poverty Component	50%

Employment Issues (20% of the Economics Sub-index). Five variables enter into the calculation of the Employment Issues component of the Economics Sub-index, each one designed to capture a specific employment issue. The first two speak to availability of jobs, capturing both macroeconomic effects and the suitability of the skill set of Hispanic people, relative to the skill set of non-Hispanic white people. Labor Force Participation speaks to engagement in the economy. A person who is either working or looking for work is a labor force participant. The Percentage of the Population Not in the Workforce speaks to the health and the age distribution of the Hispanic population over 16 relative to the non-Hispanic white population over 16. The Employment to Population Ratio measures the proportion of the
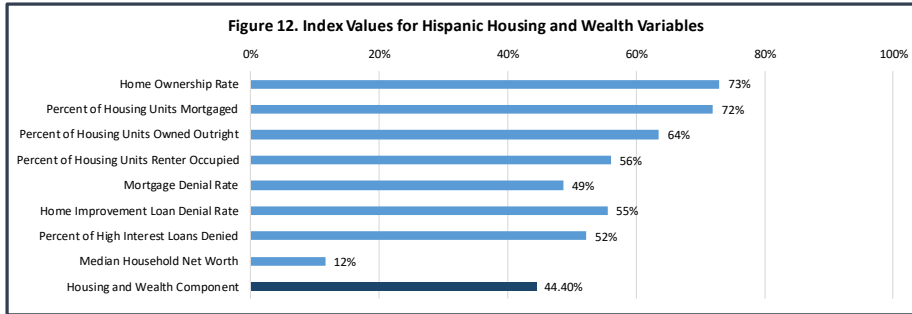
working age population that is employed within Hispanic versus non-Hispanic white populations. For the first three of these variables, higher numbers imply worse economic conditions, so the variables enter as the ratio of non-Hispanic white to Hispanic people. For the last two variables, higher numbers imply better economic conditions (higher engagement or lower dependence), so the variables enter as the ratio of Hispanic to non-Hispanic white.

Figure 11 summarizes the results for employment issues. There are substantial differences between the values for the different variables that enter into the overall Employment Issues component, which has an index value of **95.0%**. The high degree of engagement of Hispanic people in the economy is reflected in the value for Labor Force Participation of over 100. The number of elderly Hispanic people results in a value of **125%** for the Percentage of the Population over 16 Not in the Workforce. On the other hand, the Unemployment Rate among Hispanic women is almost double that of non-Hispanic white women. The index value for the Unemployment Issues component for Hispanic people is much higher than the overall Economics Sub-index for Hispanic people and, therefore, it increases the Economics Sub-index.
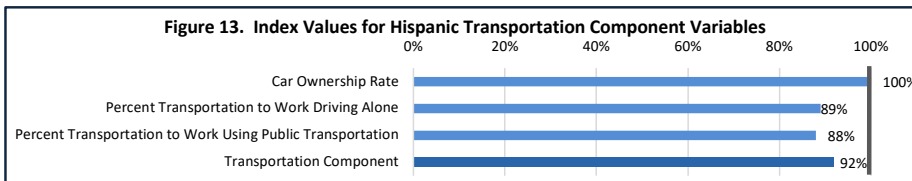

Figure 11. Index Values for Hispanic Employment Issues Variables

Housing and Wealth (34% of the Economics Sub-index). Eight variables enter into the calculation of the Housing and Wealth component of the Economics Sub-index, each designed to capture a specific housing or wealth issue. Since the single most important source of wealth is the value of the home, these two concepts are closely related. Four of the variables are accorded less importance, with the total weight associated with the four equal to approximately 8%, whereas the other four are each accorded a weight of over 20%. The overall value for the Housing and Wealth component is **44.4% in 2019**, compared to **44.1% in 2015**. With respect to the six components of the Economic Sub-index, the Housing and Wealth component has the lowest value. In addition, this index has the highest weight of all six components at 34%. The Housing and Wealth component is the largest contributor to the dismal outcomes in the Economic Sub-index for Hispanic residents in Kansas City.

Another important variable is the Median Net Worth of Hispanic households in Kansas City. The Median Net Worth variable has a value of 12.0%. This is an order of magnitude smaller than any other economic indicator. Among the eight variables used to compute the index for the Housing and Wealth component, it has the highest weight. The low value of this indicator reflects the fact that the main source of wealth for Americans is the value of the home. The index value for the Percentage of Housing Units Owned is only 71%. There is zero wealth from the home for the median Hispanic household. The home ownership rate for Hispanic people is only 53% compared to the non-Hispanic white home ownership rate of 76%. As a result, more non-Hispanic white people have more wealth from home ownership than Hispanic people. In addition, for Hispanics, the Mortgage Denial Rate index was 49% and the Home Improvement Denial Rate index was 55%.
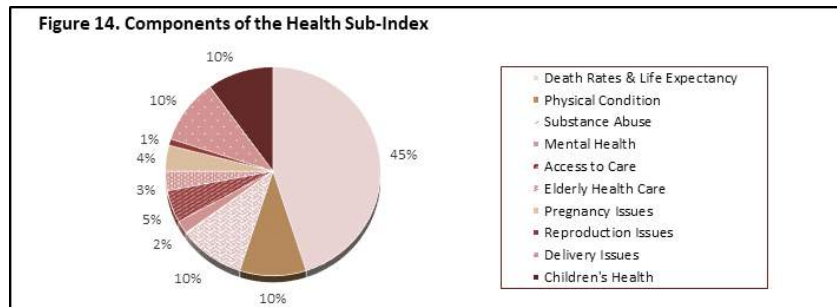
Figure 12. Index Values for Hispanic Housing and Wealth Variables

Variable	Value
Home Ownership Rate	73%
Percent of Housing Units Mortgaged	72%
Percent of Housing Units Owned Outright	64%
Percent of Housing Units Renter Occupied	56%
Mortgage Denial Rate	49%
Home Improvement Loan Denial Rate	55%
Percent of High Interest Loans Denied	52%
Median Household Net Worth	12%
Housing and Wealth Component	44.40%

The Digital Divide (5% of the Economics Sub-index). The Digital Divide Index is based on a single variable. The digital divide variable is the ratio of the percentage of individuals living in Hispanic households with access to the Internet to the percentage of individuals in non-Hispanic households with access to the Internet. Because data for the Kansas City region was not available, we used the national value as a proxy. The national value of the Digital Divide Index is **68.8% in 2019.**

Transportation (1% of the Economics Sub-index.) The three variables that enter into the calculation of the Transportation element of the Economics Sub-index are shown in Figure 13. The use of public transport for work is viewed as a negative transportation variable in the Economics Sub-index; riding alone to work is a positive transportation variable. The index value of the Transportation component is **92% in 2019.**

Figure 13. Index Values for Hispanic Transportation Component Variables

Variable	Value
Car Ownership Rate	100%
Percent Transportation to Work Driving Alone	89%
Percent Transportation to Work Using Public Transportation	88%
Transportation Component	92%

HEALTH – 30% OF THE EQUALITY INDEX

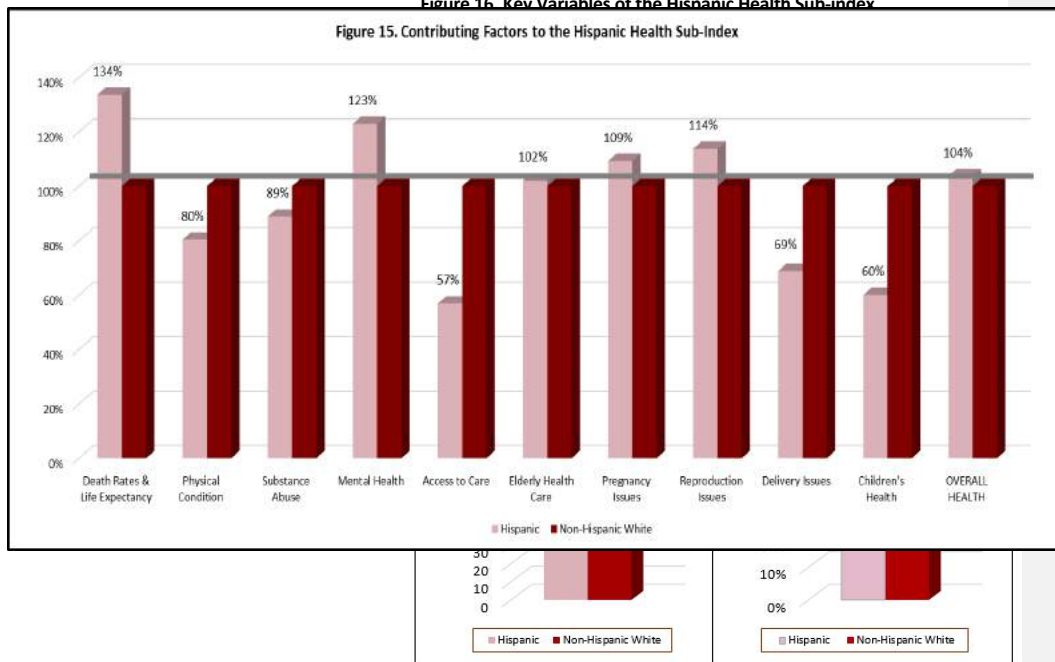Figure 14. Components of the Health Sub-Index

The health portion of the Equality Index has ten components. Each component has a different weight used for the calculation of the overall Equality Index. Figure 14 displays the components of the Health Sub-index and their respective weights.

In the Kansas City region, the Health Sub-index of the Hispanic Equality Index for **2019 is 103.7%.** The national value for the Hispanic Health Sub-index is **104.2%**. This represents a decrease in the Health Sub-index for Hispanics of **0.5%.** A driving factor in this sub-index is the fact that Missouri and Kansas are two of 14 states that **have not expanded Medicaid Coverage.** In addition, a lack of information in the Hispanic community about health care access contributes to this factor. Figure 15 displays the index values of the components of the 2015 Hispanic Health Sub-index.

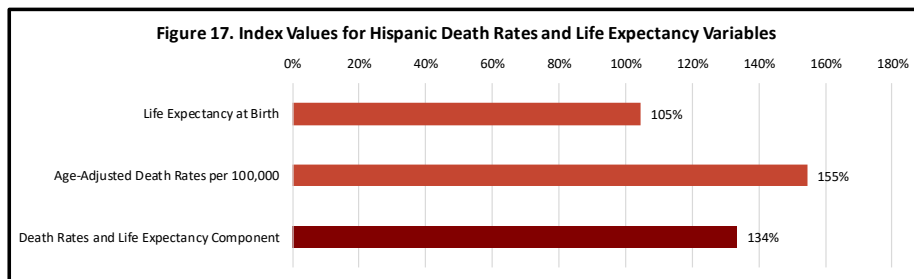Figure 15. Contributing Factors to the Hispanic Health Sub-Index

the Death Rate for non-Hispanic whites, with the index value of 155%, suggesting that Hispanics are faring far better than non-Hispanic whites. The Hispanic Life Expectancy at Birth of 82 years is also better than the Life Expectancy at Birth for non-Hispanic whites of 78 years (index value of 105%). However, The Incidence of Obesity is almost one-third higher for Hispanics than for non-Hispanic whites (index value of 73%), and the Fetal Death Rate for Hispanics is higher than the rate for non-Hispanic whites (index value of 78%).
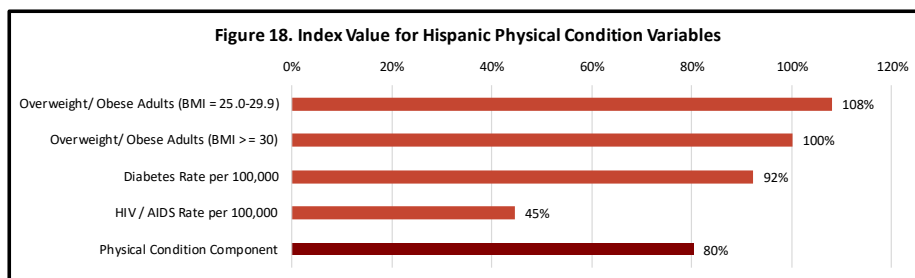
Components of the Health Sub-index

The following sections examine each of the components of the Health Sub-index in more detail. Each section explains the variables that are used to measure the component.
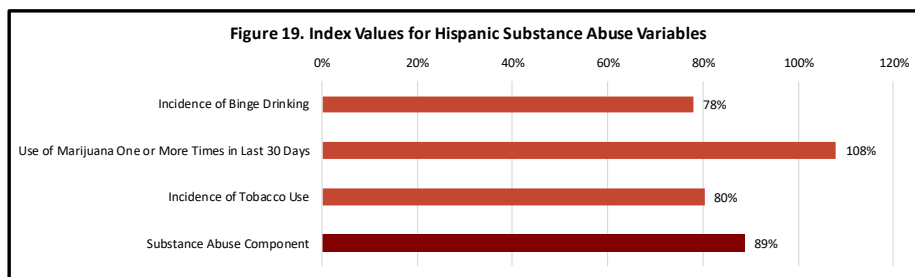
Death Rates and Life Expectancy (45% of the Health Sub-index). Two variables contribute to the calculation of the Death Rates and Life Expectancy component of the Health Sub-index: Life Expectancy at Birth, and Age-Adjusted Death Rate per 100,000 from All Causes. Life Expectancy accounts for one-third of this component, and Age-Adjusted Death Rate accounts for two-thirds of this component. Figure 17 shows that both variables in this component of the Health Sub-index are above 100, so that for both variables, Hispanic residents have better outcomes than non-Hispanic white residents of the five-county Kansas City region. This component tends to raise the Health Sub-index. The index value of the Death Rates and Life Expectancy component for Hispanic residents of Kansas City is **134.0%** in 2019 compared to **125.0% in 2015.**

Figure 17. Index Values for Hispanic Death Rates and Life Expectancy Variables

Variable	Index Value
Life Expectancy at Birth	105%
Age-Adjusted Death Rates per 100,000	155%
Death Rates and Life Expectancy Component	134%

Physical Conditions (10% of the Health Sub-index). Four variables contribute to the calculation of the Physical Condition component of the Health Sub-index. Figure 18 shows that there is substantial variation in the values for these variables measured for Hispanic people, relative to those measured for non-Hispanic whites. The Incidence of HIV/AIDS among Hispanic people has an index value of only 45%, which means that the incidence of HIV/AIDS is much higher in the Hispanic community compared to the non-Hispanic white community. The Incidence of Being Slightly Overweight has an index value of 108.0%, which means that the incidence of being slightly overweight is 8% lower among Hispanic people than non-Hispanic white people. The index value for the Physical Condition component for Hispanic residents of Kansas City is **80% in 2019** compared to **85% in 2015.**

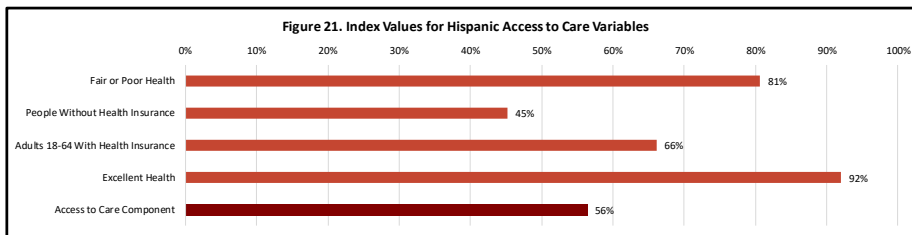**Figure 18. Index Value for Hispanic Physical Condition Variables**

Variable	Index Value
Overweight/ Obese Adults (BMI = 25.0-29.9)	108%
Overweight/ Obese Adults (BMI >= 30)	100%
Diabetes Rate per 100,000	92%
HIV / AIDS Rate per 100,000	45%
Physical Condition Component	80%

Substance Abuse (10% of the Health Sub-index). Three variables contribute to the calculation of the Substance Abuse component of the Health Sub-index. Figure 19 shows the component values for Hispanic Substance Variables in the index. The Substance Abuse Index is **89% in 2019** compared to an index value of **115% in 2015**. The incidence of substance abuse has increased significantly since 2015. The Incidence of Illicit Drug use had an index value **of 108.0% in 2019** compared to an index value of **115% in 2015.** This represents an alarming trend, as substance abuse is a growing problem in the Hispanic community.

Figure 19. Index Values for Hispanic Substance Abuse Variables

Variable	Index Value
Incidence of Binge Drinking	78%
Use of Marijuana One or More Times in Last 30 Days	108%
Incidence of Tobacco Use	80%
Substance Abuse Component	89%

Mental Health (2% of Health Sub-index). The variables used to measure Mental Health are all from a survey of youth behavioral risk done in 2017 by the Youth Risk Behavioral Surveillance System (YRBSS) at the Centers for Disease Control (CDC). All three variables are derived from the students who responded to the YRFSS Survey. The index value for the Mental Health component in **2019 is 123.0% in 2019** compared to an index value of **93.7% in 2015.**

Figure 20. Index Values for Hispanic Mental Health Variables

Variable	Index Value
Past Year Prevelance of Suicidal Thoughts	123%
Mental Health Component	123%

Access to Care (5% of Health Sub-index). Figure 21 shows that the Access to Care variables contribute negatively to both the Health Sub-index and the overall Equality Index for Hispanic residents of Kansas City. The Quality of Health variables are derived from the Risk Behavioral Surveillance System (YRBSS) conducted by the Centers for Disease Control (CDC). The People Without Health Insurance variable has an index value of **45% in 2019,** indicating no change from 2015. The Access to Care component is **56% in 2019** compared to an index value of **59% in 2015.** Another alarming statistic in the Hispanic community is the number of respondents who reported Fair or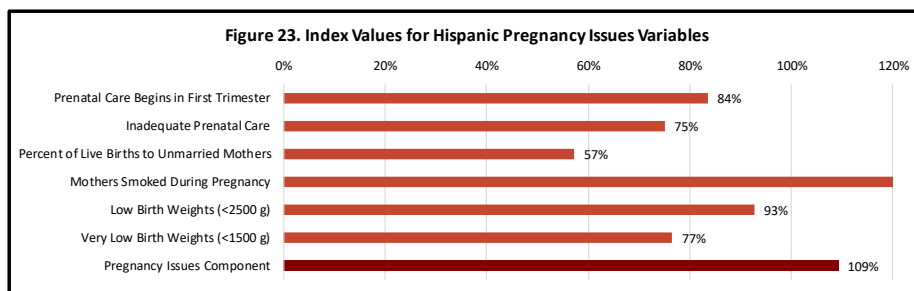 Poor Health. The index value is **62% in 2019** compared to an index value of **81% in 2015**. A primary driver in the health variables deterioration is the failure of Missouri and Kansas to expand Medicaid.

Figure 21. Index Values for Hispanic Access to Care Variables

Elderly Health Care (3% of Health Sub-index). Figure 22 shows that Elderly Care contributes positively to both the Health Sub-index and the overall Equality Index for Hispanic residents of Kansas City. The index value for the Elderly Care component is **102.0% in 2019** compared to an index value of **70.6% in 2015.**

Figure 22.   Index Values for Hispanic Elderly Health Care Variables

Pregnancy Issues (4% of Health Sub-index). Figure 23 shows that Pregnancy Issues also contribute positively to the Health Sub-index in the Kansas City region. The Pregnancy Issue component is **109.0% in 2019** compared to **106.0% in 2015.** The index value for Prenatal Care in the First Trimester and Inadequate Prenatal Care index value of 84% and 75%, respectively, has implications for complications in pregnancy. This is reflected in the index value for Low Birth Weight Variable (2,500g) of 93.0% and the index value for Very Low Birth Weight (1,599g) of 75.0% in 2019.

16

Figure 23. Index Values for Hispanic Pregnancy Issues Variables

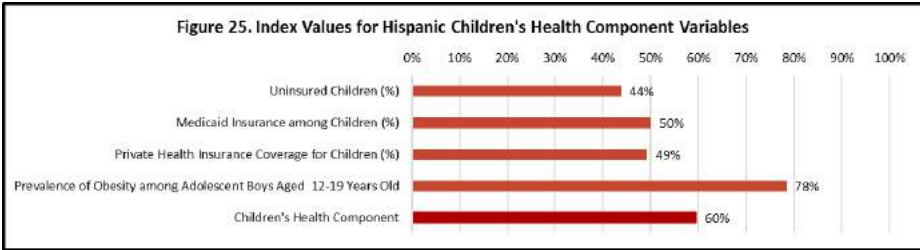| Variable	Value
Prenatal Care Begins in First Trimester	84%
Inadequate Prenatal Care	75%
Percent of Live Births to Unmarried Mothers	57%
Mothers Smoked During Pregnancy	
Low Birth Weights (<2500 g)	93%
Very Low Birth Weights (<1500 g)	77%
Pregnancy Issues Component	109%

Reproduction Issues (1% of Health Sub-index). The Reproduction Issues component is represented by the Abortions per 1,000. The index value for the Reproduction Issues component is **53.5% in 2019** compared to **47.3% in 2015,** which indicates that abortions are approximately twice as frequent among the Hispanic population as among the non-Hispanic white population.

Delivery Issues (10% of the Health Sub-index). Two variables contribute to the calculation of the Delivery Issues component of the Health Sub-index. Infant Mortality and Maternal Mortality are weighted equally within this component. Figure 24 shows that Delivery Issues contribute negatively to the Health Sub-index and to the overall Equality Index. The index value of the Delivery Issues component is **69% in 2019** compared to **97.0% in 2015.** Infant mortality has an index value of 118.0% in 2019 while the index value for maternal mortality is only 67.0%. There is no excuse for the extremely high values of Maternal Mortality observed in the nation and in the five-county Kansas City region in a country that spends 18% of its Gross Domestic Product on health care. The extremely high values of Maternal Mortality in the Hispanic community justify a public health policy aimed at addressing this crisis.
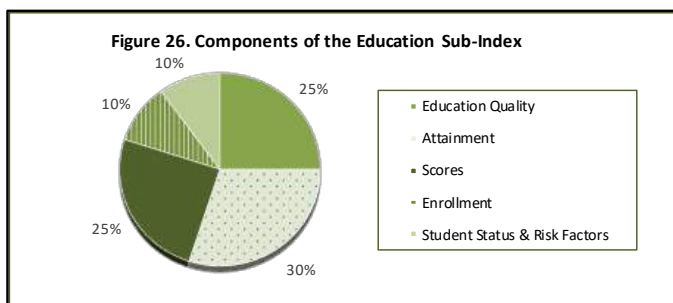
Figure 24. Index Values for Hispanic Delivery Issues Variables

Variable	Value
Infant Mortality	118%
Maternal Mortality	67%
Delivery Issues Component	69%

Children's Health (10% of the Health Sub-index). Five variables contribute to the calculation of the Children's Health component of the Health Sub-index. Figure 25 shows that Children's Health contributes negatively to the Health Sub-index and to the overall Equality Index. The Children's Health Index is **60% in 2019** compared to **60% in 2015.** For the three variables that make up this component, the incidence of a negative outcome for Hispanic children (Uninsured Children, lack of Medicaid Coverage among Children, and lack of Private Health Insurance Coverage for Children) is at least twice as high for Hispanic people as it is for non-Hispanic white people. The incidence of obesity is higher among Hispanic children than for non-Hispanic white children. These negative outcomes for Hispanic children are unacceptable in our society. The variables used in this table are different variables than in the Black Equality Index due to data limitations on Hispanic variables.

Figure 25. Index Values for Hispanic Children's Health Component Variables

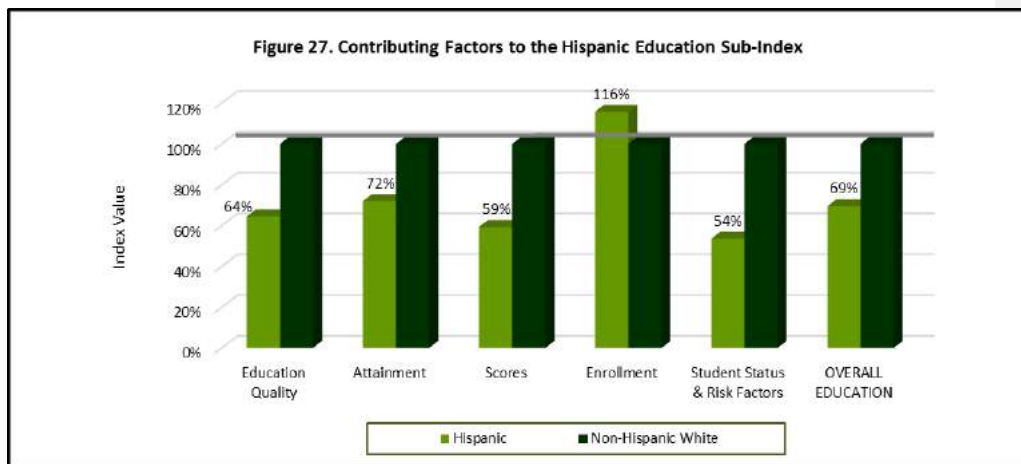| Variable	Value
Uninsured Children (%)	44%
Medicaid Insurance among Children (%)	50%
Private Health Insurance Coverage for Children (%)	49%
Prevalence of Obesity among Adolescent Boys Aged 12-19 Years Old	78%
Children's Health Component	60%

EDUCATION – 25% OF THE EQUALITY INDEX

The Education portion of the Equality Index has five components. Each of the components has a different weight used for the calculation of the overall Education Sub-index. Figure 26 presents the five components of the Education Sub-index and their respective weights. These weights are the same weights used by the National Urban League in its 2019 report on the Hispanic Equality Index.

Figure 26. Components of the Education Sub-Index

- Education Quality
- Attainment
- Scores
- Enrollment
- Student Status & Risk Factors

In the Kansas City region, the Education Sub-index for the 2019 Hispanic Equality Index is **69.5%**, compared to the 2019 National Education Sub-index for the Hispanic Equality Index, **76.4%.** The index means that Hispanic student are performing worse than non-Hispanic whites in the area of education in the Kansas City region and nationally (69.5% and 76.4%, respectively). Figure 27 presents a summary of the Education Sub-index and its components, along with their respective index values. The horizontal gray bar shows how the non-Hispanic white population of the Kansas City region is faring on the various Education components, relative to Hispanic students' education experience.

Figure 27. Contributing Factors to the Hispanic Education Sub-Index

Key Education Variables

Prior to discussing the strategy for collecting data for the Education Sub-index in the Kansas City region, it is important to note the individual variables that had substantial weight within the Education area: Percentage of Classes Taught by Highly Qualified Teachers, Composite ACT Score, Percentage of Adults (25 and Older) Who Are High School Graduates, and Percentage of Adults (25 and Older) with a Bachelor's Degree.

Figure 28 shows these comparisons between the Hispanic and non-Hispanic white populations of the five-county Kansas City area. A lower percentage of classes are taught by highly qualified teachers for Hispanic students than for non-Hispanic white students. Composite ACT scores for Hispanic students are about 35% less than for non-Hispanic white students (14.8 versus 22.8%). The percentage of High School Graduates is higher for Hispanic students than non-Hispanic whites (4%). However, there are over twice as many non-Hispanic whites as Hispanics who obtained a Bachelor's Degree (42% vs. 16%). Interestingly, both black students and Hispanic students graduate at a higher rate, but both complete fewer bachelor's degrees than non-Hispanic white students.

Figure 28. Key Variables of the Hispanic Education Sub-index

Education Sampling Design

The strategies for gathering the information needed to determine the Kansas City Education Sub-index were unique to Kansas City. State level and school district level data was available for some of the components needed to calculate the Kansas City Education Sub-index. However, collecting some data elements was challenging because of differences in their enrollment of both Hispanic and non-Hispanic students and in their collection of different types of education data. We employed the following sampling strategy to collect some of the Education data from each county to construct the Education Sub-index.

Jackson County, Missouri. We chose (a) an elementary school and a high school that were predominantly Hispanic and (b) an elementary school and a high school that were predominantly non-Hispanic white. We selected Trailwood Elementary (72% Hispanic) and Cordill-Mason Elementary (75% non-Hispanic white) for comparison of educational performance at the elementary school level. At the

high school level, we selected East High School (40% Hispanic) and Blue Springs South High School (74% non-Hispanic white).
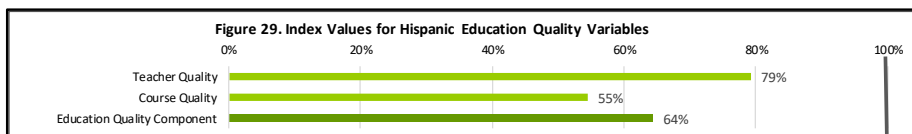
Clay and Platte Counties, Missouri. Data was not available to select schools that were predominantly Hispanic, as a result of a small population of Hispanic students in these counties. For comparative purposes, we accessed summary statistics on education benchmarks and scores for an elementary school and high school in each county. In Clay County, we selected Nashua Elementary (81% non-Hispanic white) and Staley High School (73% non-Hispanic white). In Platte County, we selected Central Elementary (91% non-Hispanic white) and Platte High School (81% non-Hispanic white).

Wyandotte County, Kansas. We chose (a) an elementary school and a high school in Wyandotte County that were predominantly Hispanic and (b) an elementary school and a high school in Wyandotte County that were predominantly non-Hispanic white, to analyze the quality of education received across some of the Education components. We selected Francis Willard Elementary of USD 500 (81% Hispanic) and Edwardsville Elementary (65% non-Hispanic white) for comparison of educational performance at the elementary school level. At the high school level, we selected J.C. Harmon High School (66% Hispanic) and Bonner Springs High School (68% non-Hispanic white).

Johnson County, Kansas. Data was not available to select any predominantly Hispanic elementary or high school for comparison to predominantly non-Hispanic white schools, due to the small population of Hispanic students at the individual school level. However, the State of Kansas provides elementary and high school performance measures of Hispanic and non-Hispanic students at the school district level. We accessed performance benchmarks at the district level for USD 512, Shawnee Mission Public Schools.
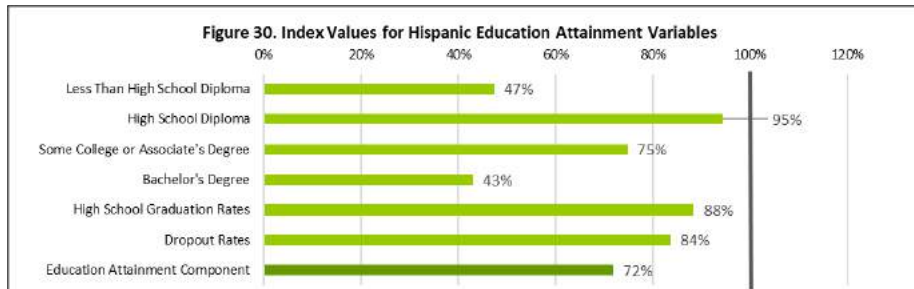
Components of the Education Sub-index

Education Quality (25% of Education). Figure 29 illustrates that the quality of education that Hispanic Americans and non-Hispanic white Americans receive is not equal. As a result, Hispanic students are at a disadvantage in high schools, in colleges, and in the labor market. There are two important indicators in the Education Quality component: Quality of Teaching and Quality of Course Offerings. The Quality of Teaching is 40% of the Education Quality component, and the Quality of Course Offerings that prepare students for future college work is 60% of the Education Quality component. The Education Quality component is summarized in Figure 29. The index value of the Education Quality component **(64.0%)** is lower than both the Education Sub-index **(69.5%)** and the Hispanic Equality Index **(77.2%)**. The Education Quality component negatively influences the overall Education Sub-index.

Figure 29. Index Values for Hispanic Education Quality Variables

Teacher Quality	79%
Course Quality	55%
Education Quality Component	64%

Education Attainment (30% of Education). In order to measure Attainment, we examined the Highest Educational Level of Individuals Ages 25 and Over. At the lower end of the educational spectrum, we calculated the percentage of the population aged 25 and over with Less than a High School Diploma. At the upper end of the educational spectrum, we calculated the percentages of the population aged 25 and over with a Bachelor's degree, and with a graduate or professional degree. The data for these variables is from the *American Community Survey*. Each index compares the Attainment of the Hispanic

population over 25 to that of the non-Hispanic white population over 25. We also calculated High School Graduation Rates and Dropout Rates. The data for these rates is from the respective State Departments of Education. Once again, these rates compare the Hispanic population to the non-Hispanic white population. The Education Attainment component is summarized in Figure 30.

Figure 30. Index Values for Hispanic Education Attainment Variables

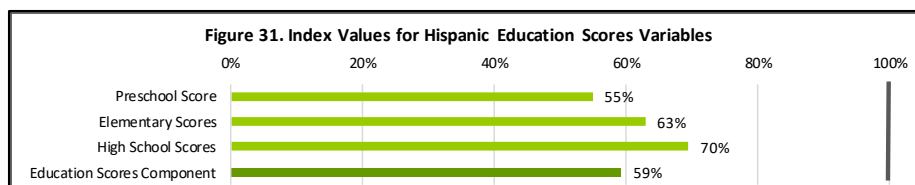| Category	Index Value
Less Than High School Diploma	47%
High School Diploma	95%
Some College or Associate's Degree	75%
Bachelor's Degree	43%
High School Graduation Rates	88%
Dropout Rates	84%
Education Attainment Component	72%

The index for the first two categories is the ratio of the percent of the Hispanic population over 25 to that of the non-Hispanic white population over 25. The index for the next five categories is the ratio of the percent of the non-Hispanic white population over 25 to that of the Hispanic population over 25. The index value of the Education Attainment component (**72.0%**) is above the Education Sub-index **(69.5%)** but below the Hispanic Equality Index **(77.2%).** Overall, this component therefore contributes negatively to the Equality Index. The index values for (1) Less than a High School Diploma and (2) Some College or an Associate's Degree have index values of only 47% and 75%, respectively.
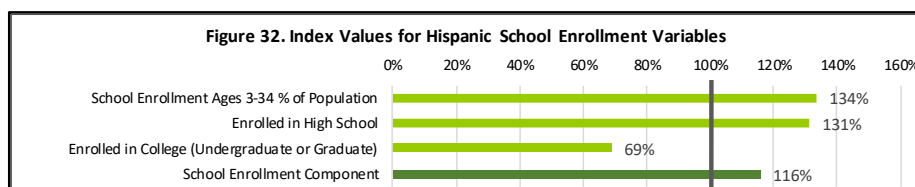
Education Scores (25% of Education). For this component, Elementary Readiness was weighted at 10%, Elementary Test Scores were weighted at 40%, and High School Test Scores were weighted at 50% of Education Scores. Proficiency test scores at the elementary and secondary school level were the most readily available data. Data was not available for comparison in Platte and Clay counties due to the small number of Hispanic students.

The Missouri Department of Elementary and Secondary Education reports a Missouri School Improvement Program (MSIP5) Achievement Level Report at the school level on a variety of subject matters at several grade levels. The MSIP5 program is Missouri's accountability system for reviewing and accrediting public school districts, outlining the expectations for student achievement with the ultimate goal of each student graduating ready for success in college and careers. The overall score is comprised of scores for each Local Education Agency (LEA) and school. The overall score includes scores for each of the MSIP5 performance standards: (1) Academic Achievement, (2) Subgroup Achievement, (3) High School Readiness (K-8 Districts) or College and Career Readiness (K-12 Districts), (4) Attendance Rates, and (5) Graduation Rates (K-12 Districts). Information about this system can be found at this website: http://dese.mo.gov/sites/default/files/MSIP-5-comprehensive-guide-3-13_1.pdf.

The Education Scores component is summarized in Figure 31. This figure paints a negative picture for the ability of the region's educational system to educate Hispanic children. The Education Scores component in **2019 was 59%,** compared to **52% in 2015.** The index of the Education Scores component is lower that the Education Sub-index (69.5%) and much lower than the Hispanic Equality Index.

Figure 31. Index Values for Hispanic Education Scores Variables

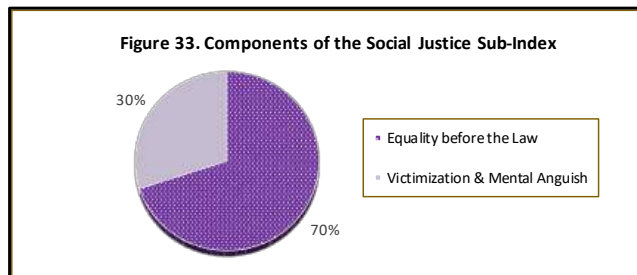|	
Preschool Score	55%
Elementary Scores	63%
High School Scores	70%
Education Scores Component	59%

School Enrollment (10% of Education). The School Enrollment component is summarized in Figure 32. The index value for this component is 116.0% in 2019 compared to 122.0% in 2015. This component is much higher than the Education Sub-index or the Hispanic Equality Index. We see a large divergence between those enrolled in high school (131.0%) and those enrolled in college (69%).
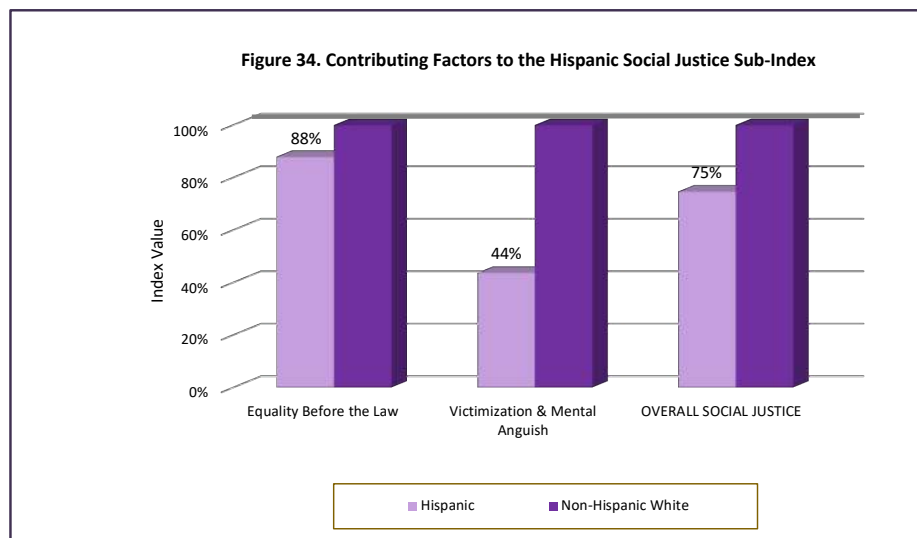
Figure 32. Index Values for Hispanic School Enrollment Variables

School Enrollment Ages 3-34 % of Population	134%
Enrolled in High School	131%
Enrolled in College (Undergraduate or Graduate)	69%
School Enrollment Component	116%

Student Status and Risk Factors (10% of Education). All the variables in this category indicate students have a high probability of leaving school, and thus, would not obtain the reward of an education. Because the performance of children at school is linked to conditions in their households, these variables were selected: (1) Poverty, (2) Children with No Parent in the Labor Force, (3) Attendance, and (4) Students Eligible for Free Lunches. Discipline variables that are indicative of the high probability of Hispanic children being removed from mainstream classrooms were also included: (1) Discipline Offenses, (2) Suspensions, (3) Felonies, and (4) Misdemeanors. The index value for this component is **53.2% in 2019** compared to **62.8% in 2015**. This value is well below the Education Sub-index and the Hispanic Equality Index, so it contributes negatively to inequality in the region.

SOCIAL JUSTICE – 10% OF THE EQUALITY INDEX

The Social Justice portion of the Equality Index has two components. Each of the components has a different weight used for the calculation of the overall Social Justice Index. Figure 33 displays the components of the Social Justice Sub-index and their respective weights.
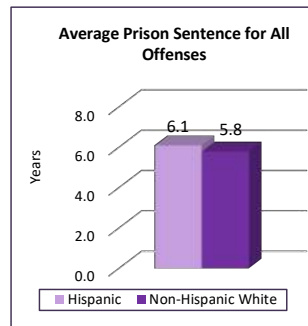
Figure 33. Components of the Social Justice Sub-Index

- 30%
- 70%
- Equality before the Law
- Victimization & Mental Anguish

In the Kansas City region, the Social Justice Sub-index for the Hispanic Equality Index is **74.7% in 2019** compared to **70.3% in 2015.** At the national level, the Social Justice Sub-index for 2019 was 64.5% compared to 66.1**% in 2015.** In part, this lower sub-index value means that Hispanics in the Kansas City region are not only faring markedly worse than non-Hispanic whites, but they are also experiencing similar inequality to other Hispanic populations across the United States, as measured by the national Social Justice Sub-index. Figure 34 presents the components of the Social Justice Sub-index and their respective index values. The relative experience of the non-Hispanic white population is represented by the horizontal gray bar.

Figure 34. Contributing Factors to the Hispanic Social Justice Sub-Index

- Equality Before the Law: 88%
- Victimization & Mental Anguish: 44%
- OVERALL SOCIAL JUSTICE: 75%

Hispanic ■ Non-Hispanic White

Key Social Justice Variable

One important variable carried the greatest weight in the calculation of the Hispanic Social Justice Sub-index. This variable is the Average Prison Sentence for All Offenses. Figure 35 shows the difference in years between the average length of prison sentences for Hispanic people and for non-Hispanic white people. The average for Hispanic people is 6.1 years, and the average for non-Hispanic whites is 5.8 years. The index value for this variable is 95.1% in 2019 compared to 80.9% in 2015. This represents a marked improvement from 2015 but still documents longer Hispanic prison sentences, compared to those of non-Hispanic white people.

Figure 35. Key Variable of the Hispanic Social Justice Sub-index

Average Prison Sentence for All Offenses

6.1   5.8

Years: 8.0, 6.0, 4.0, 2.0, 0.0

■ Hispanic   ■ Non-Hispanic White

Social Justice Sampling Design

The sources of the crime statistics for the three Missouri counties—Jackson, Clay, and Platte—were police department's data, the State of Missouri, the Missouri Sentencing Advisory Commission, and other sources related to criminal justice.

Thanks to the availability of unique local data from local law enforcement agencies that is compiled and published by the Missouri Attorney General's Office, we have reviewed and compiled statistics by local law enforcement agencies that allowed us to partly answer the question of Equal Treatment under the Law for Hispanic people and non-Hispanic white people in Kansas City. We aggregated up to the county level the 2018 Vehicle Stops Reports for Jackson, Clay, and Platte Counties. In Jackson County, 18 law enforcement agencies provided Vehicle Stops data to the Attorney General Office, while 17 and 12 law enforcement agencies provided Vehicle Stops data for Clay County and Platte County, respectively. Four variables were aggregated that address the issue of racial profiling as it pertains to traffic stops by law enforcement:
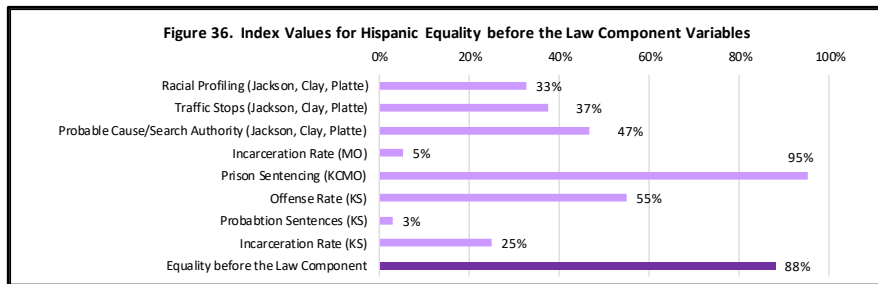
- Search Rate
- Arrest Rate
- Contraband Hit Rate
- Disparity Index

Similar data was not available from Wyandotte County, Kansas, and Johnson County, Kansas.

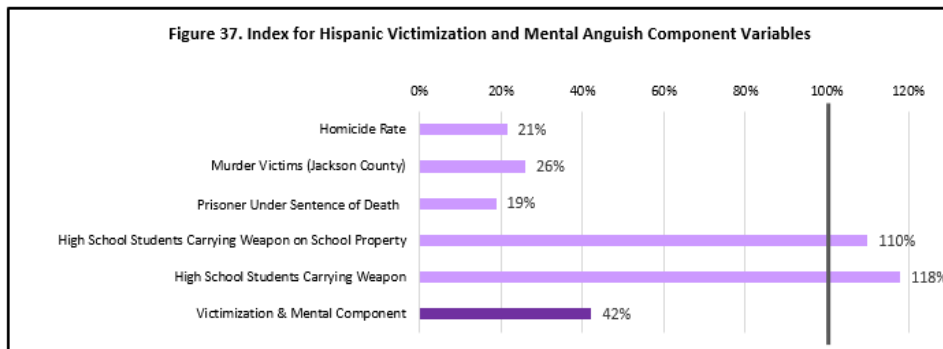## Components of the Social Justice Sub-index

Equality before the Law (70% of Social Justice). The largest category in the Social Justice Sub-index addresses Equality before the Law in the Kansas City region. An index value of 100% for the Equality before the Law component would mean that we live in a society that is non-discriminatory based on race. Figure 36 summarizes the Equality before the Law component, with an index value of **88% in 2019**.

Although this represents an improvement from the index value of **76% in 2015**, the Kansas City region is far from a region that is non-discriminatory based on race.

Figure 36. Index Values for Hispanic Equality before the Law Component Variables

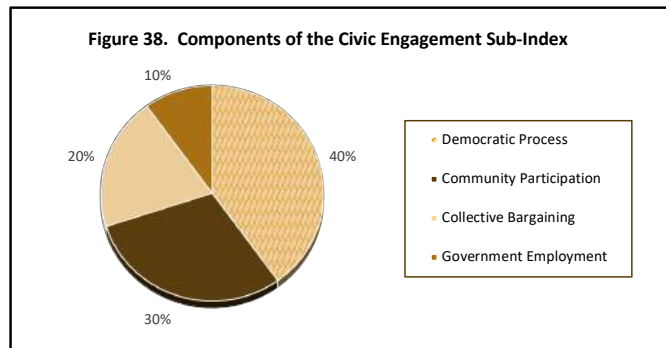| Variable	Index Value
Racial Profiling (Jackson, Clay, Platte)	33%
Traffic Stops (Jackson, Clay, Platte)	37%
Probable Cause/Search Authority (Jackson, Clay, Platte)	47%
Incarceration Rate (MO)	5%
Prison Sentencing (KCMO)	95%
Offense Rate (KS)	55%
Probabtion Sentences (KS)	3%
Incarceration Rate (KS)	25%
Equality before the Law Component	88%

There are still major differences in the index values for the variables that make up the Equality before the Law component. In particular, the imprisonment rate for non-Hispanic white men is far less than the incarceration rate for Hispanic men. More information about these differences is available in Appendix B.

Victimization and Mental Anguish (30% of Social Justice). Figure 37 summarizes the Victimization and Mental Anguish component of the Social Justice Sub-index. The component index value is **42.0% in 2019** compared to **56% in 2015**, indicating that this component contributes strongly to inequality. With the exceedingly low value of 19%, the Prisoners under Sentence of Death variable is by far the dominant index among these variables. In fact, this component has among the greatest disparity of all components.

Figure 37. Index for Hispanic Victimization and Mental Anguish Component Variables

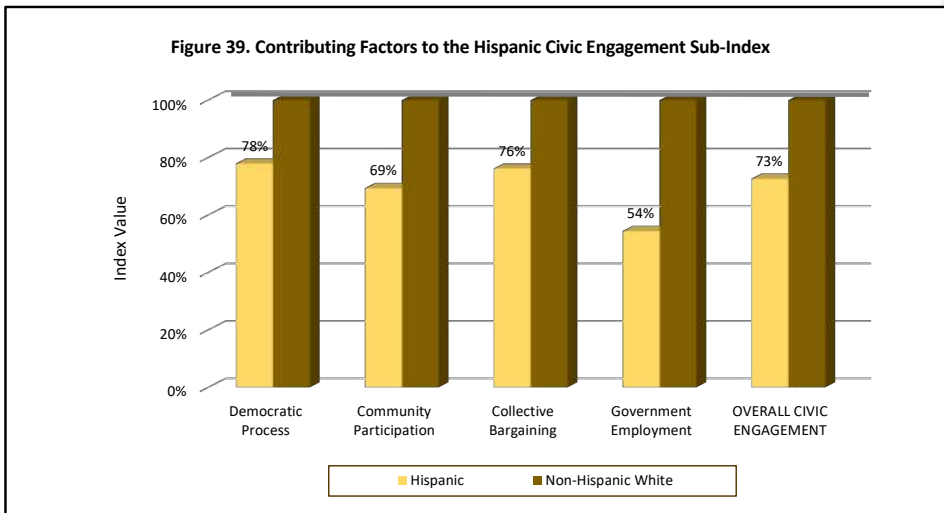| Variable	Index Value
Homicide Rate	21%
Murder Victims (Jackson County)	26%
Prisoner Under Sentence of Death	19%
High School Students Carrying Weapon on School Property	110%
High School Students Carrying Weapon	118%
Victimization & Mental Component	42%

CIVIC ENGAGEMENT – 10% OF THE EQUALITY INDEX

The Civic Engagement portion of the Equality Index has four components. Each of the components has a different weight used for the calculation of the overall Civic Engagement Index. Figure 38 presents the Civic Engagement Sub-index components and their respective weights.

Figure 38. Components of the Civic Engagement Sub-Index

- Democratic Process
- Community Participation
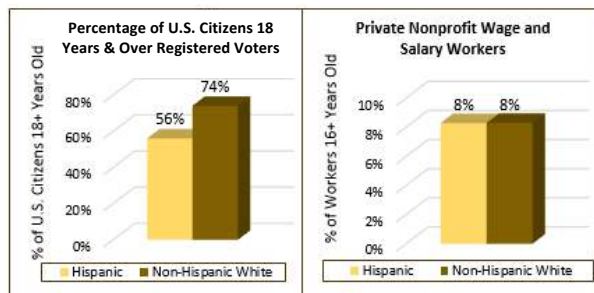- Collective Bargaining
- Government Employment

In the Kansas City region, the Civic Engagement Sub-index for the 2019 Hispanic Equality Index is **72.7% in 2019** compared to **61.0% in 2015**. At the national level, the Civic Engagement Sub-index for the 2019 Hispanic Equality Index is **70.9%.** This index value illustrates that Hispanic people are less civically engaged than non-Hispanic whites locally, as well as less civically engaged than their national counterparts. Figure 39 summarizes the index values of the Sub-index and each of its components, with the horizontal gray bar giving a point of reference as to how the non-Hispanic white population is faring on the same components.

Figure 39. Contributing Factors to the Hispanic Civic Engagement Sub-Index

27

Key Civic Engagement Variables

Two variables that serve as major indicators of Civic Engagement are the Percentage of U.S. Citizens 18 and Over Registered Voters and the Percentage of Workers 16 and Older Who Work in the Private Nonprofit Sector. Figure 40 displays the inequality in registered voters (56% of Hispanic people and 74%

Figure 40. Key Variables of the Hispanic Civic Engagement Sub-Index

of non-Hispanic white people) and the equality of participation in the workforce within the private nonprofit sector at 8%. The index values indicate that Hispanic people are functioning in the aspect of registered voters at about 75% of non-Hispanic white people.

Components of the Civic Engagement Sub-index

Democratic Process (40% of Civic Engagement). The Democratic process component is calculated from one variable: the Percentage of Registered Voters from the Population of U.S. Citizens 18 and over. The index value for this component is **78%**. There are differences between Missouri and Kansas regarding the Democratic Process component. In Missouri, for Hispanic people the index score is 80%, while in Kansas it is 76%.

Community Participation (30% of Civic Engagement). These two variables were used to calculate the index value for the Community Participation component:

- Persons Who Are Veterans of the Armed Forces, 18 and Over
- Private Not-For-Profit Wage and Salary Workers 16 and Over

The Community Participation component has an index value of **69.4% in 2019** compared to **50.1% in 2015**. It, therefore, contributes to inequality for Hispanic people. Across all counties in the five-county Kansas City region, the greatest inequality was in being a Veteran of the Armed Forces, with non-Hispanic white people being much more likely to hold this status. Other information showing great differences by county can be found in Appendix B.

Collective Bargaining (20% of Civic Engagement). The Collective Bargaining component is computed from these two variables:

- The Unionism Index – the Percentage of Those Employed who are Members of Unions
- The Union Representation Index – the Percentage of Those in Occupations that are Represented by Unions

The index value of **76.2% in 2019** for the Unionism variable shows a lower percentage of Hispanic people than non-Hispanic white people are in unions. The index value of 76.2% for the Union

Representation variable shows that Hispanic people are less concentrated in jobs that are represented by unions. The Collective Bargaining component was **84.9% in 2015.**

Government Employment (10% of Civic Engagement). Two variables are used to calculate the index value for the Government Employment component:

- Government Workers as a Percentage of the Employed Population over 16
- Public Administration Employment as a Percentage of the Employed Population over 16

Based on these variables, the Government Employment component of the Civic Engagement Sub-index has an index value **of 54.5% in 2019** compared to an index value of **47.9% in 2015.**

CONCLUSION

The Kansas City Hispanic Equality Index of 77.2**%** reveals that much work must be done for the Hispanic populations to achieve equality and fare as well as non-Hispanic white populations. The National Hispanic Equality Index of **79.3%** denotes the pervasiveness of this inequality across the United States. All five of the areas of inequality that were examined – Social Justice, Economics, Health, Education, and Civic Engagement – are intertwined with one another. In 2019, the Economic, Social Justice, and Civic Engagement Indices increased from 2015 levels. The Health Index and the Education Index decreased in 2019 from 2015, reflecting inadequate attention to the health and education needs of the Hispanic community in the Kansas City region. The Health Index should not have decreased from 2015 to 2019 given the increased access to care due to the Affordable Care Act, but the refusal of the legislatures to expand Medicaid Insurance in Missouri and Kansas is a contributing factor. Concerted, collaborative efforts will be needed to address the multiplicity and complexity of the issues. The importance of continued assessment to determine whether strategies to improve equality are making a meaningful difference cannot be overstated.