



URBAN APARTHEID

A report on the status of minority affairs in the Greater New Haven area

Prepared by the Greater New Haven Branch of the NAACP



THE MEANING OF APARTHEID

Apartheid is any policy or practice of separating or segregating groups. It was an official policy formerly practiced in South Africa against non-whites. Nelson Mandela led a broad-based effort to eventually end the practice of apartheid in 1990s. We chose the term “Urban Apartheid” as the title of this report because low-income people of color in America’s urban areas, including the Greater New Haven metropolitan area, continue to be separated from the country’s social and economic mainstream in part as a direct result of current local, regional, state, and national policies.

*“Change does not roll in on the wheels of inevitability,
but comes through continuous struggle.”*

-Martin Luther King, Jr.

*“I have cherished the idea of a democratic and
free society in which all persons live together
in harmony and with equal opportunities.”*

-Nelson Mandela

TABLE OF CONTENTS

NAACP: An Historical Overview	2
The Greater New Haven NAACP Branch.....	2
The Purpose of this Critical Report.....	4
Public Education Issues	6
The Issue of Economic Equity.....	10
Enhancing Neighborhoods & Promoting Good Health	14
Increasing Civic Engagement	20
Call to Action.....	22
End Notes	24



Published March 2013 | New Haven, Connecticut

Report Authors: James E. Rawlings, President, Greater New Haven Branch of the NAACP
Greater New Haven NAACP Officers: Doris Dumas, Anthony Dawson, Maurice Williams, Carla Esdaile-Bragg, Gerald M. Mallison, Deborah Crews, Shawna Marie Johnson

NAACP AN HISTORICAL OVERVIEW

The national NAACP was founded in 1909 and has since become the oldest, largest and most widely recognized grassroots-based civil rights entity in the country. Its nearly 500,000 members and supporters in the United States and around the world serve as their communities' premier advocates for civil rights, equal opportunity and civic engagement.

Formed in large part in response to the continuing horrific practice of lynchings, re-enslavement and to the 1908 race riot in Springfield, Illinois, the NAACP has fought ever since for the political, educational, social, and economic equality of minorities and for the elimination of racial prejudice. With a strong emphasis on local organizing, the NAACP established branch offices in cities across the country, including the Greater New Haven Branch.

Some of the NAACP's most significant national accomplishments include:

- > Drastically decreasing the incidences of lynching in its first 30 years of existence and marginalizing the Ku Klux Klan by creating widespread public opposition to it.
- > Successfully blocking the appointment of a segregationist judge to the U.S. Supreme Court by President Hoover in the 1930s.
- > Influencing President Franklin D. Roosevelt to establish the Fair Employment Practices Committee in 1941 to ensure that thousands of jobs were opened to black workers.
- > Winning the court victory of *Brown v. Board of Education* in 1954 outlawing segregation in public schools.
- > Helping the NAACP's Washington D.C. bureau advance integration of the armed forces in 1948 and pass the Civil Rights Acts of 1957, 1964, and 1968 as well as the Voting Rights Act of 1965.
- > Successfully advocating in 1991 for the development of the Civil Rights Restoration Act and in 2002, the Help America Vote Act.
- > Helping to reduce the disparity in sentencing individuals caught with crack cocaine versus powder cocaine in cooperation with the U.S. Attorney General in 2012.

THE GREATER NEW HAVEN NAACP BRANCH

Granted its charter to become an NAACP branch office in 1917, the Greater New Haven Branch has worked in alignment with the vision, mission, goals, and objectives of the national organization for more than 90 years. It has become the largest branch office in New England and, besides New Haven, it serves the towns of Bethany, Branford, Cheshire, East Haven, Guilford, Hamden, Madison, Milford, North Branford, North Haven, Orange, West Haven, and Woodbridge.

Significant actions of the Branch over recent years include:

- 2007** Naming Jim Rawlings the Branch's President.
- 2008** Moving the Branch into new office space on Whalley Avenue.
- 2008** Organizing the Greater New Haven NAACP's 12th Community Health Fair, adding to the fair a Health Career component for urban youth.
- 2008** Advocating for crime prevention rather than reaction to crime, President Rawlings urged residents to take the initiative to reduce violence in their neighborhoods while imploring private sector employers to hire ex-offenders.
- 2009** Spearheading the effort to caution African Americans about sharing their health histories with insurance companies, many of which have used this information to deny health insurance coverage or employment opportunities – led by James Rawlings in his role as chairman of the NAACP's state health committee.
- 2009** Organizing a year-long celebration of the 100 year anniversary of the NAACP. Throughout the year the Branch engaged the community through a variety of youth-focused events concerning the role it has played in the community as an arm of the national organization. The highlight of the year was a Centennial Celebration that accentuated how the Branch's successes continue to benefit the community.

2009 Opposing two entry-level hiring examinations for New Haven firefighters that discriminated against blacks and Latinos, in partnership with nationally acclaimed attorney John Brittain.

2009 Honoring Elnora Potter as a living legend for her 30 years of service to the Branch, including her role as Branch secretary and treasurer.

2010 Testifying before the East Haven Town Council in opposition to the town's desire to provide additional powers to their embattled Police Department.

2010 Celebrating the accomplishments of the Branch's World War II veterans by developing a DVD documentary with support from a local high school.

2010 Working with the Education Committee to help students take advantage of the New Haven Promise Program, the program that grants scholarships to students maintaining a 3.0 grade point average, 90 percent school attendance and who complete 40 hours of community service activities. The Branch still plays an important mentoring role with students and their families as well as maintaining communications channels with leaders and funders of the program.

2010 Launching a new college NAACP branch at Quinnipiac University and initiating meetings with the University's leadership team to strengthen diversity initiatives.

2011 Pushing for 100 percent of civil service jobs to be given to New Haven residents. The Branch made the argument that this issue is not about race but about economic equity. The emphasis was on jobs in the fire department, police department and public works. Additionally, the Branch initiated discussion with both Southern Connecticut State University and the University Of New Haven to enhance diversity initiatives on both campuses.

2011 Taking a strong public stance on the State Educational Resource Center's report on the racial divide in education. President Rawlings was quoted in the *New Haven Register* saying that "behind the dismal statistics is a great deal of human misery." Michael Thomas of the Education Committee said that the NAACP is historically an advocacy group for civil rights and social justice, saying "education has become the great social justice issue of our time."

2012 Speaking out vehemently early in the year against the race baiting and misinformed statements that were generated by some of the candidates for the Republican presidential nomination, the Greater New Haven NAACP called upon local Republicans and Democrats to denounce these prejudicial comments rather than to remain silent and therefore appear supportive of them.

2012 Awarding of the Edwin R. Edmunds Humanitarian Award to President Rawlings by the West Haven Black Coalition for his work on national and local Civil Rights issues.

2012 Reactivating the Branch's ACTSO Committee, an Olympics of the Mind program for local youth.

2012 Partnering with the Branch, First Niagara Bank pledged \$7.5 million over five years in loans, mortgages, and down payment assistance for homebuyers. The Branch became the referral agent for \$1.5 million in no-interest loans to low- and moderate-income homebuyers. The bank created a \$1 million micro-loan program for companies in low-income areas. It also established a \$4.35 million loan program for small businesses. Additionally, the bank gave the local NAACP Branch \$150,000 over three years to support its programs and an additional \$500,000 to support Gateway Community College.

2012 Successfully worked with the CT State Conference and the National NAACP to abolish the death penalty in Connecticut.

2012 Featuring the noted Civil Rights activist Julian Bond at the Branch's annual Freedom Fund Dinner who eloquently addressed the event's theme of "Affirming America's Promise: Equality Through Education."

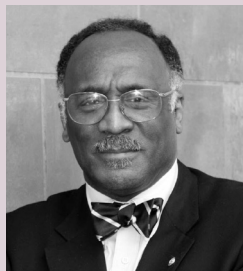
2012 Mobilizing a significant Get-Out-The-Vote campaign, registering hundreds of new voters and working to assure that voters reached the polling stations.

2012 Initiating the development of a report on the state of minority affairs in Greater New Haven, titled *Urban Apartheid*, with substantive recommendations for our metropolitan area.



THE PURPOSE OF THIS CRITICAL REPORT

As President of the Greater New Haven Branch of the NAACP with support of the Executive Board and our membership, I feel it is imperative to report with a sense of urgency the state of minority affairs of the residents in our metropolitan Greater New Haven community. This report is meant to reach residents, policy makers, community-based organizations, and our elected officials.



James E. Rawlings
President of the
Greater New Haven
Branch of the NAACP

The rationale for developing this report is to document the degree of urban inequalities and segregation in our metropolitan area which undermines our collective progress, and to demonstrate sector by sector the impact on individuals, families, neighborhoods, and communities of color.

We feel relatively comfortable that most residents within our metropolitan area are somewhat aware of the inequities within our broader community. However, they may not be aware of the scale and scope of the systemic inequities documented in this report.

Despite our Branch's success in bringing about favorable changes that impact the lives of minorities, there are significant, overwhelming, and unaddressed inequities within our broader metropolitan area that continue to undermine the social fabric of our communities. The question which resonates throughout this report is:

“In the Greater New Haven metropolitan area where we all live, why does race and place create such differences in the following categories?”

- > **A DIVIDED METROPOLITAN AREA:** There are artificial political boundaries drawn within our metropolitan area that divide us, creating two different New Havens with two different systems. One is blacker, browner and poorer and has inferior schools, fewer support systems, and fewer economic and social opportunities. The other New Haven is significantly wealthier and non-minority and provides higher-quality educational, social and economic opportunities. Segregated systems like this must be abolished once and for all. The time has come for there to be equal systems of opportunity for the entire metropolitan area of Greater New Haven.
- > **HEALTH STATUS:** In Greater New Haven, the health disparities between children, youth and families of color and their non-minority counterparts are striking and disturbing. Why should so many more black and brown babies die than non-minority babies?¹ Why do so many more black and brown children suffer and die from asthma? Is the health status of lower-income, minority children and youth less important to our society than that of children from wealthier, non-minority families?
- > **HOUSING OPPORTUNITIES:** Black and Latino families in the city of New Haven have limited housing options. The available housing stock is aging and often in disrepair. There are a limited number of first-time homebuyer mortgage programs and affordable rentals. This places enormous stress on minority residents who are repeatedly restricted to sub-standard housing located in areas with failing schools, inadequate transportation to job opportunities, few family sustaining jobs, and high crime rates.
- > **THE ENTRENCHED MULTI-GENERATIONAL WEALTH GAP AND THE NEED FOR MORE VOTER ENGAGEMENT:** The legacy of social exclusion persists in the lower financial status of black families compared to their non-minority counterparts, who have had decades to accu-



multate and pass down assets. The most recent available data, cited in a 2009 paper by Connecticut Voices for Children, showed that the average non-minority-headed household in Connecticut had sixty-five times more wealth than the average minority-headed household. Besides leveling the playing field regarding education, health care and housing, to correct this issue we must improve voter engagement and empower individuals of all backgrounds in shaping the future of our metropolitan community. Our community would be stronger if we included greater representation from people of color and from lower-income families within our local and regional boards, commissions, and legislative processes.

> HEALTHY AND SAFE COMMUNITIES, VERSUS POCKETS OF CONCENTRATED POVERTY WHERE CHILDREN ARE DISCONNECTED FROM THE SOCIAL AND ECONOMIC MAINSTREAM:

Growing up in a lower-income family in a safe community presents major challenges, but growing up poor in a poor neighborhood with failing schools and few family-sustaining jobs in most cases creates a lifelong barrier to successful child development. Too many black and Latino families in our metropolitan area have no choice but to live in very fragile neighborhoods with few opportunities to lift themselves out of poverty.

This report calls on black and brown leaders, however defined, to drive a radical movement that will transform the conditions of life found in many of our urban settings. We have to engage the best of our urban and suburban planners, our entrepreneurs, our teachers, our clergy, and other professionals, plus our official and unofficial leaders to take control of our collective community and ensure prosperity for all residents, not only those who are able to move to wealthier, safer neighborhoods and outer suburbs and towns. Members of the minority community must have the same social, economic and educational opportunities to succeed as those experienced by our metropolitan region as a whole.

The NAACP believes that black, brown and non-minority leaders must forge a broader, more comprehensive metropolitan approach that creates equity along the continuum of suburban and urban neighborhoods of Greater New Haven.

Those who seek social justice and equity must take accountability for implementing community development and planning initiatives that are inclusive of all children, all families and all neighborhoods. New approaches are essential to bridge the stark divides in education, housing, health and safety, economic opportunity and civic engagement that separate contiguous neighborhoods within the same metropolitan area.

We are hopeful that this report sets the stage for meaningful systemic change. Equally important, we hope it launches a new dialogue within our collective community. All citizens of our broader metropolitan community must work together to advance the dream of Martin Luther King that we will practice the best of our virtues in order to advance our collective humanity.

We are truly appreciative of the task force which has shepherded this report, the expert content contributors who have helped us shape it, and the organizations that have financially supported this significant undertaking, namely the Annie E. Casey Foundation, Empower New Haven, and The Community Foundation for Greater New Haven.

Lastly, we stress that the road ahead is long and treacherous. The tasks and recommendations in this report are difficult to achieve, but are no more daunting than following the North Star to our desired destination.

PUBLIC EDUCATION ISSUES

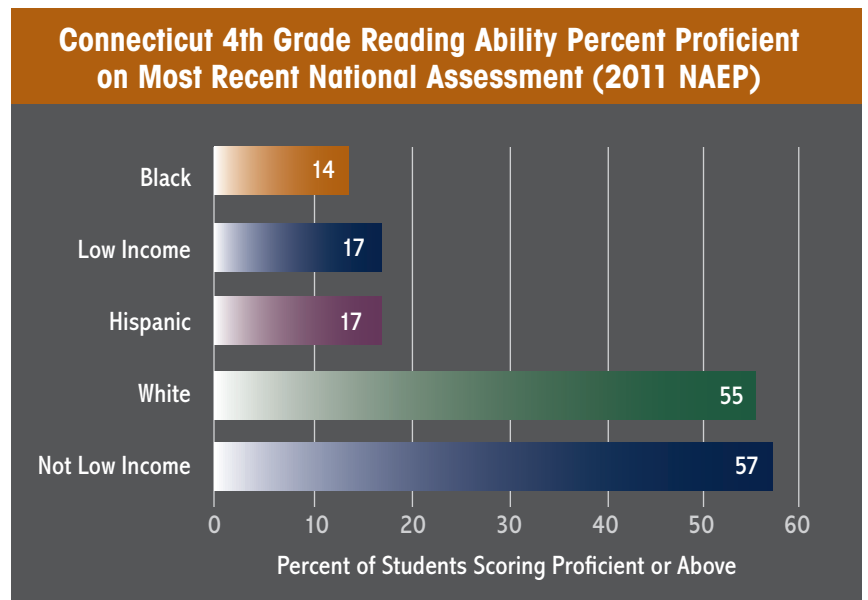
In response to the profound racial and ethnic disparities that impact our metropolitan region, the Greater New Haven NAACP strives to ensure that all students have access to an equal and high-quality public education that leads to academic excellence.

This section focuses on our educational system. We believe that in order to truly improve educational outcomes, we must first and foremost make progress toward eliminating the systemic inequities that plague neighborhoods where our children live. Health and safety inequities are social and environmental barriers to well-being. Conditions such as concentrated poverty and neighborhood safety obstruct educational and career success at all levels, as we will describe in other sections of this report.

CHALLENGE #1 Close the “Achievement Gap”

DATA

- > In Connecticut, low-income and minority students in 4th grade are over three times less likely to succeed on the reading section of the National Assessment of Educational Progress.
- > The 2012 Connecticut Mastery Test data from 3rd grade classrooms throughout Greater New Haven are consistent with the national test results. For instance, in the City of New Haven, 66% of non-minority students are reading at goal level or above, versus just 26% of black students. In Hamden, the figures are almost identical: 69% of non-minority students, versus just 27% of black students, are reading at goal level or above.²



TRENDS

- > Looking at results from the National Assessment of Educational Progress every two years going back to 2003, **there has been little to no change in reading proficiency levels.** In fact, the “achievement gap” between low-income and non-low income students in Connecticut has only grown, from 35 percentage points in 2003, to 40 points today (17% versus 57%: see chart).
- > Considering minority and low-income students together, across all subjects tested, **Connecticut has the largest “achievement gap” in the United States.** These trends are unacceptable, and the Greater New Haven metropolitan area will be at a major economic disadvantage if these disparities continue to exist.

IMPORTANCE

- > Test scores in 3rd and 4th grade very strongly predict students' chances of graduating from high school, and of obtaining a college degree. According to a recent national study, students who do not read proficiently by 3rd grade are four times less likely to graduate than their peers who do read proficiently. **Students who do not read proficiently, and who are also living in lower-income families, are 13 times less likely to graduate.**³
- > These test scores are closely linked to the broader social issues presented in this report, because they are often a reflection of children's educational, health care, and family experiences during the years between birth and 3rd grade.

SOLUTIONS REQUIRING GRASSROOTS SUPPORT

- > Extend the availability of high-quality early childhood experiences to all children, so that low-income children are fully prepared to learn by the time they reach kindergarten.
- > Strengthen coalitions working to ensure that the economic well-being of women and young children, and the elimination of racial and ethnic disparities in child care and health care access, are treated as local and statewide priorities.
- > Reduce the high proportion of students missing 20 or more days of school by deploying additional support for families and students in the early grades. Students who miss a significant part of the school year are more likely to fall behind their peers.
- > Level the playing field within early childhood centers and elementary schools so that students of all backgrounds are likely to be reading at goal level by the time that they reach 3rd or 4th grade. Implement wrap-around services for low-income parents and children, including programs designed to combat "summer reading loss." **To illustrate the challenges faced by low-income communities, consider the fact that library use drops off significantly when libraries are located more than 6 blocks from the house of a low-income child – versus 2 miles for a middle-class child.**⁴
- > Increase access to the Internet for all families, regardless of their economic status. **A large-scale survey of the entire Greater New Haven region in Fall 2012 found while only 2% of families with children with incomes of more than \$50,000 did not have access to a computer with high-speed internet at home, a full 22% of families with children with incomes of less than \$50,000 lacked internet access: an 11-fold disparity.**⁵
- > Take aggressive steps to encourage families to become active in early childhood centers and schools, to read to their children, to provide positive educational opportunities throughout the entire year, and to choose strong community leaders who will hold themselves accountable for correcting these disparities.

Dorsey L. Kendrick, Ph.D.

President

Gateway Community College

"We have to inspire and encourage every young person to see education as their passport to a fulfilling life. We have to hold everyone's feet to the fire to invest in our young people's future. This includes parents, mentors, teachers, community leaders, employers, and policymakers. We all have to take responsibility, especially those of us who have earned our own share of success in life. We need to give back and to place more emphasis on increasing young people's math and science skills and abilities. We need expanded and enhanced intern programs that give youth a real sense for the relationship between education and success at work. As a community, we need to work together and make our resources available to students who are struggling and who need additional support, attention and motivation."

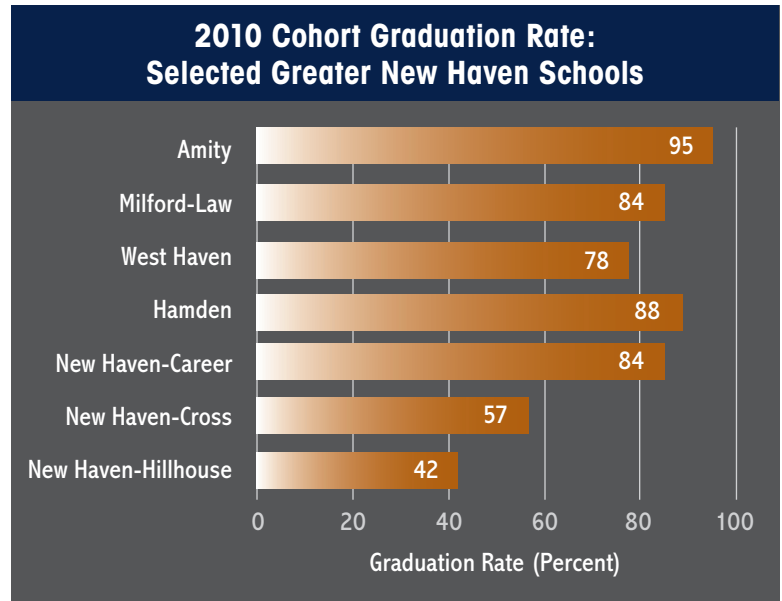


CHALLENGE #2

Increase Graduation and College Completion Rates in Urban Areas

DATA

- > In Connecticut as a whole, four in 10 low-income students do not graduate from high school within four years, compared to only one in 10 non-low-income students.⁶
- > Within the Greater New Haven area, a significant proportion of low-income black and Latino students attend the City of New Haven's two largest high schools, Hillhouse and Wilbur Cross. At these schools, **only about half of students entering in the Class of 2010 graduated**, according to a State tracking system that standardizes the reporting of graduation rates across all districts.
- > Out of those students who did graduate from these two schools in the Class of 2004, data from the State P20 Council reveal that **fewer than one in five graduates obtained any type of higher certificate or degree within six years.**⁷



- > Unless these rates have changed significantly, the combination of the two data points suggest that only about one out of every 10 students entering our largest urban high schools each year will receive any type of post-high school credential by the time they are 25 years old. In comparison, the students entering a typical high school elsewhere in Greater New Haven are five times more likely to achieve a certificate or degree by the time they reach age 25.

TRENDS

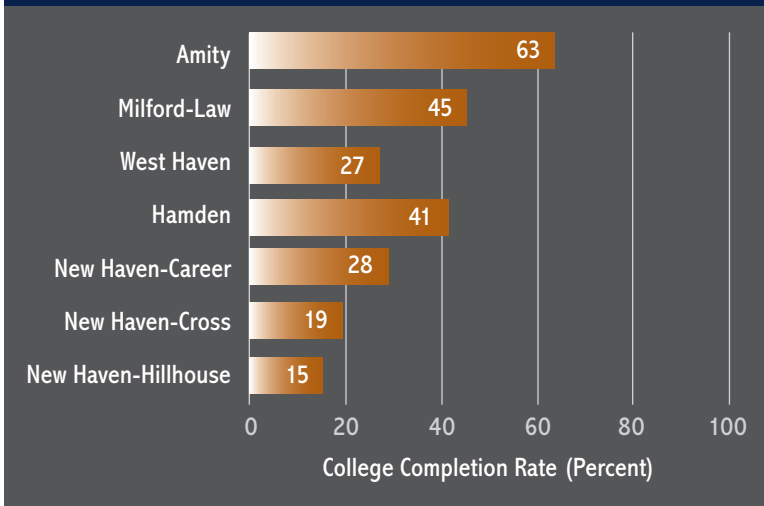
- > These vast disparities in high school graduation rates and higher education attainment have been a concern for many years. Drilling down into the data by race and gender suggests that the outcomes that we show above are even worse among black males.
- > Data obtained from the State's system of community colleges and universities also show that many of our high school graduates are required to enter remedial programs upon entering college. This means that they are spending their time and money on non-credit coursework before they can even make progress toward a degree – and in many cases, enrolling in and failing basic skills coursework.⁸

IMPORTANCE

- > Students who drop out of high school are much more likely to be unemployed. They also receive \$500,000 less in earnings over their lifetime than their counterparts who receive at least a diploma. Nationally in 2009, those with no high school diploma earned an average of \$19,500 per year, while those completing high school earned an average of \$27,400.⁹
- > In recent decades, Black men who dropped out of high school have been 11 times more likely to be incarcerated in their lifetime than black men who attended at least one year of college.¹⁰ Raising the graduation rate of males by just five percent would save the United States over five billion dollars in crime-related costs alone.¹¹



2010 College Completion Rates: Graduates of Selected Greater New Haven Schools



SOLUTIONS REQUIRING BROAD COMMUNITY SUPPORT

- > Raise 3rd and 4th grade reading test scores, which very strongly predict outcomes. As students who are not reading proficiently reach high school, and the course material gets progressively more difficult, many are discouraged in classes as they realize they are falling even farther behind their peers. While investment in the early years is perhaps the most cost-effective way to eliminate educational inequities, we must also provide extra support to those students in middle school who are not reading at grade level.
- > Increase the diversity and quality of high school academic coursework in our urban schools, so that students are more likely to feel engaged by the course material.
- > Make sure that students are prepared for various college or post-high school programs before the time that they graduate. It is unacceptable that so many students are required to take (and pay for) remedial coursework when they reach college.

James Pierpont Comer, M.D.

Yale University School of Medicine's Child Study Center

“For all children, not only minority students, education needs to be far more focused on the relationship between child development and academic learning opportunities. This is why so many children are not prepared to enter school ready to succeed. There’s no excuse for this, now that so much documented evidence from neuroscience exists within the broader international community. All teachers need to learn how to apply on a regular basis what we’ve learned about the integration of child development with academic learning. Administrators, parents and policymakers also need to more deeply understand how this integration can make such a positive difference in the social, economic, mental, emotional and ethical well-being of children. In New Haven, specifically, great strides have been made and a lot of the ground-work has been set for cooperation and collaboration on this issue. More leaders of the city’s schools and teacher unions not only understand and accept the importance of integration, many actively support the need to apply its basic tenets on an ongoing basis. The NAACP can play a vital role in creating a deeper understanding among members of the broader community about how the relationship between development and academic learning, or the lack of it, plays out in the lives of our children.”

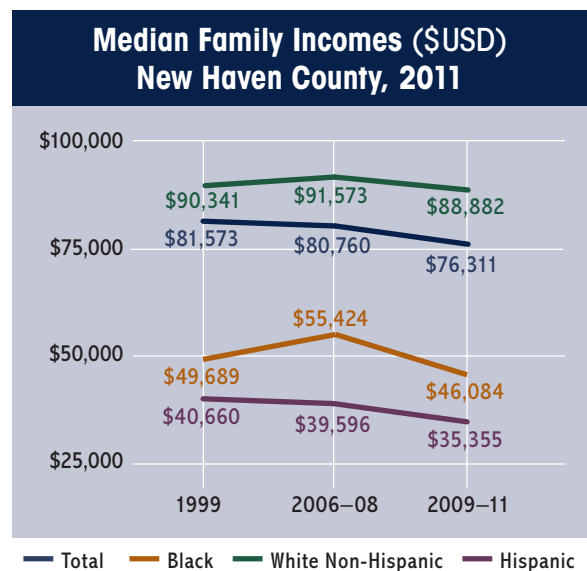
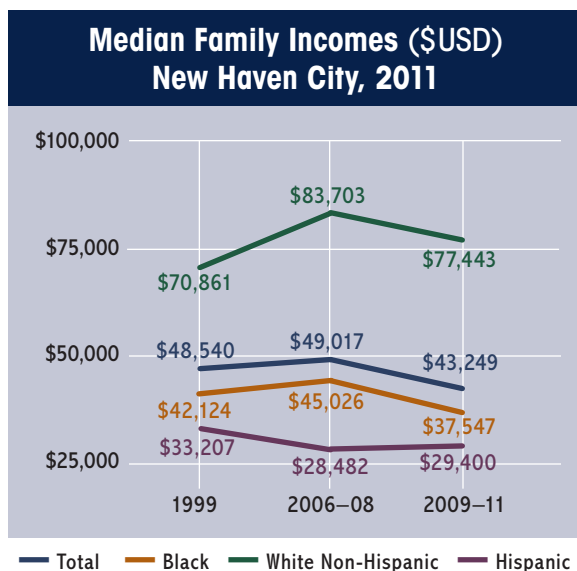
THE ISSUE OF ECONOMIC EQUITY

The Greater New Haven NAACP recognizes the importance of an equal opportunity community for promoting health and economic well-being.

CHALLENGE #1 Close the Wealth and Income Gap

DATA

- > Today, African-Americans and Latinos in our community are far more likely to struggle to find employment, provide food and clothing for their children, and maintain a roof over their heads. In Fall 2012, 12% of African-American and Latino residents throughout our metropolitan area reported not having enough money to pay for housing for themselves or their families at some point within the past year, compared to just 4% of white residents. Additionally, 25% of African-Americans and 40% of Latinos did not have enough money to buy food at some point in the past year, compared to 15% of non-minority residents.¹²
- > We are witnessing the highest levels of wealth disparity in decades. A 2009 report by Connecticut Voices for Children showed that the median net wealth of a minority-headed household in Connecticut was just \$3,000 – 65 times lower than the net worth of non-minority headed households (\$196,000).¹³
- > After decades of relative gains, median annual incomes within New Haven County have sharply declined since 2008, particularly for African American households. Adjusting for inflation, the typical African-American family in our metropolitan region earned \$55,424 during the period 2006 through 2008, but only \$46,084 during the period 2009 through 2011 – representing a drop of 17%. During that same time period, the income of a typical White Non-Hispanic family dropped by just 3%.
- > Disparities are growing not just across our metropolitan area, but also within individual towns and neighborhoods. For instance, in 1999, the income of a typical Black family in the City of New Haven was 59% that of a typical White Non-Hispanic family. But by 2011, this figure had dropped to 48%.¹⁴



CHALLENGE #2 Removing the Barriers to Employment

DATA

- > Residents face barriers to employment that may include their personal background, health status, and social or economic conditions in the neighborhoods where they live, including physical access to transportation and jobs.
- > Barriers to employment are reflected in the significantly higher unemployment rates among African Americans and Latinos, particularly those living in lower-income neighborhoods. For instance, in 2011, black men of all ages in the City of New Haven were 2 times more likely to be unemployed than their non-minority counterparts. As of Fall 2012, within the Greater New Haven metropolitan region as a whole, more than 1 in 4 young Latino and African-American men were “under-employed.”
- > **The lack of reliable public transportation, combined with the sprawling distribution of jobs across our metropolitan area, may be the largest barrier that residents face in accessing employment.** In New Haven County, African-American workers are six times more likely to rely on public transportation than non-minority workers.¹⁵ A very large share of our younger residents and low-income families are unable to afford a reliable vehicle, and many elderly or disabled residents are unable to drive. To illustrate, a recent Brookings Institution analysis showed that the average resident of the New Haven Metropolitan Area was able to reach only 27% of the area’s jobs within a 90 minute commute by public transit.¹⁶
- > Criminal records are also a major barrier to employment, particularly for men in lower-income neighborhoods. African-Americans residents of Connecticut are more than ten times more likely to be incarcerated than non-minority residents. The “Million Dollar Blocks Project” has previously revealed the dramatic spatial concentration of incarceration in New Haven and other cities – with the **State Department of Corrections’ spending on residents from a single city block exceeding a million dollars per year in some cases.**

Gerald D. Jaynes, Ph.D.

Professor of Economics and
African-American Studies

Yale University

“The problem of minority unemployment and under-employment is huge and a good part of it has to do with insufficient education and a lack of job training in the technical areas most needed in today’s well-paying job sectors. Now is a good time to for our employers and the community at large to develop more training opportunities for unskilled individuals. Why now? Barring unforeseen circumstance, I believe we’re on the verge of meaningful economic growth. This is going to create the demand for more skilled workers. This includes creating opportunities for ex-felons. This is not an easy issue but the NAACP is ready, willing and able to take it on. It has already raised public awareness and now needs the community’s support to advocate for the creation of more opportunities for all low-income and minority groups.”



CHALLENGE #2 Removing the Barriers to Employment (continued)

UNEMPLOYMENT RATES City of New Haven, 2011 ¹⁷			
	Black	White Non-Hispanic	Hispanic
Men	25%	12%	23%
Women	19%	11%	23%

Note: The above data represent the government's standard calculations of the unemployment rate. They do not include people who have given up looking for work altogether.

UNDEREMPLOYMENT RATES Greater New Haven Region, Fall 2012 ¹⁸			
	Black	White Non-Hispanic	Hispanic
All Adults	18%	11%	23%
Adults age 18-34 only	26%	15%	29%

Note: These rates include persons who are unemployed, plus those who are working part-time and would rather have a full-time job.

TRANSPORTATION Residents who say they do not "often" have access to a car when needed: Greater New Haven Region, Fall 2012 ¹⁹			
	Black	White Non-Hispanic	Hispanic
All Adults	20%	9%	28%

CRIMINAL RECORDS Rate of Prison & Jail Incarceration per 100,000 Men: Connecticut, 2008 ²⁰			
	Black	White Non-Hispanic	Hispanic
All Adults	5,351 (5.4% of men)	435 (0.4% of men)	2,448 (2.4% of men)

TRENDS

- > Many employers in the New Haven metropolitan area will rarely hire adults with a criminal record, and conduct background checks to ensure that ex-offenders are mostly excluded from employment. Unfortunately, because many of the men living in our neighborhoods have a criminal record, this process greatly exacerbates unemployment within communities of color. This situation is like a cancer that metastasizes and spreads more inequity across the entire community giving credence to the possibility of creating a permanent underclass.
- > The barriers that residents face to suitable employment are increasingly evident at a local level, and may be traced in part to institutional and governmental policies. For instance, a recent analysis of Human Resources data by members of the Board of Aldermen showed that only 37% of the 4,541 City of New Haven employees lived within the City of New Haven. Out of the \$230 million in annual City of New Haven payroll, only 32% went to employees living in the City limits, meaning that \$156 million in payroll spending "left" the City each year. **In other words, City funds primarily end up flowing to suburban towns with relatively small populations of African Americans and Latinos.** Furthermore, unlike many cities nationally, the City of New Haven has no requirement that police officers and firefighters live within the City of New Haven. As such, only about 15% of public safety personnel on the City's payroll live within New Haven.

IMPORTANCE

- > The recent recession caused sharply declining incomes, plummeting home values, foreclosures, and underemployment, and has impacted low-income communities of color to a much greater degree than it has impacted the region as a whole. The ability of Greater New Haven's African-American and Latino families to build a solid economic future has been severely undermined by the policies that created the Great Recession, and have done little to abate its effects.



- > The ongoing crisis of unemployment and underemployment has had a significant impact on the status of our communities. Studies conducted in New Haven and elsewhere suggest that the severe economic disparities we face today, particularly the inability of some residents to find secure employment, will lead in the long term to the further calcification of inequalities in our broader community, as well as to higher health care spending.²¹
- > A growing body of research shows that economically inclusive communities are healthier and more prosperous. Many economists believe that policies or infrastructure that improve the inclusion of marginalized groups, boost wages, and promote access to jobs, would benefit the Greater New Haven economy as a whole, not only the low-income communities of color who need them the most.

SOLUTIONS REQUIRING BROAD COMMUNITY SUPPORT

- > Promote access to jobs by improving workforce education, local contracting and purchasing programs throughout the Greater New Haven metropolitan region. We must ensure that a meaningful share of these programs are openly competitive for the communities that are most likely to face unemployment, particularly young adults who live within lower-income neighborhoods.
- > Public transit service must be improved, and we must overhaul regional planning and zoning policies to ensure that newly-created jobs are located in areas that are accessible to the growing number of workers who do not have access to transportation. Cuts to transit service would only serve to exacerbate the situation we currently face, in which the residents who rely on public transit can only reach a very small proportion of the total number of jobs within the metropolitan area.
- > Reduce the barriers to employment faced by formerly incarcerated residents by encouraging adoption of “ban the box” and other practices. These efforts should be particularly targeted at the largest employers within our metropolitan area, who have a responsibility not to maintain policies that significantly destabilize their host communities.
- > Enact residency requirements or residency incentives for City of New Haven public employees so that at least 75% of the total payroll expenditure remains within the City. Although some of the City’s workforce development programs have been successful, the efforts to ensure that minority residents living in New Haven have equal access to City-funded jobs clearly have not been adequate.
- > Greater New Haven receives billions of dollars in Federal and State grants each year for projects such as the repair of local highways and the expansion of research infrastructure. We must develop the means to ensure that these funding streams have a more widespread impact on job creation within minority and lower-income communities.

Tony Carter, Ph.D., J.D., M.B.A.

Professor, Business Management Department, Director of the Small Business Institute, College of Business, University of New Haven

“The combination of the traditional economic disparities that minorities face with the volatile economy make today’s world a worse place for getting ahead. It’s a world of diminishing resources. This is why it’s so important to face these problems head-on and to make sure young people understand today’s difficult problems when it comes to jobs and the economy. Very deliberate outreach efforts need to be made in order connect young people, especially from minority populations, to available resources. Mentor programs, like the one I’ve established between local middle school students and some of my business management students at the University of New Haven, have proven to be an excellent way for young people to develop hands-on knowledge of the problems that confront them and of strategies for overcoming obstacles through higher education. Additionally, Jim Rawlings at the NAACP and I have partnered since 2008 by co-sponsoring an annual economic summit. Each fall we invite approximately 200 young residents, primarily people of color, to attend a series of workshops run by economic experts who present tangible steps young people can take to get on a path toward success in school and life. These grassroots outreach partnerships that already are successfully underway, I believe, present a good model for the creation of other collaborations among educators, nonprofit organizations and the business community to expose our young people to resources that are not generally available to them.”

ENHANCING NEIGHBORHOODS & PROMOTING GOOD HEALTH

The Greater New Haven Branch of the NAACP works to strengthen economic opportunities and health within the neighborhoods where people of color live by supporting local community development, asset building, and fair housing practices.

The Greater New Haven NAACP believes that every person and every family, regardless of their income level, deserves to live in a neighborhood that supports their health and well being. This means that every neighborhood in our metropolitan area should feature good access to jobs, safe streets, a clean environment, adequate housing, and satisfactory educational opportunities for all young people. Unfortunately, in Greater New Haven, people of color are many times less likely to live in neighborhoods that promote health and well being. Place and race matter.

CHALLENGE #1 Remove the Barriers to Healthy Neighborhoods

DATA

> The disturbing differences in health outcomes that we see between black, Latino, and non-minority residents within our metropolitan community have been documented in dozens of national and state reports.²² These health disparities have been linked to “**social determinants of health**” such as socioeconomic status and education level, as well as to “**health inequities**” such as neighborhood stress, pollution, poor quality housing, and other social and environmental factors that prevent residents from achieving their full health potential. A recent report commissioned by the Health Committee of the State’s NAACP found that on average minorities are admitted to hospitals for chronic conditions when they are 10 years younger than when non-minorities are admitted for the same conditions. This is true not only in Connecticut but across the country.

To illustrate, the following tables present socioeconomic and health conditions within the City of New Haven at the neighborhood level, in several cases for the first time. In many cases, these inequities are representative of those found throughout our metropolitan area as a whole.

PLACE MATTERS WITHIN THE CITY OF NEW HAVEN

Disparities between High-Income Neighborhoods and Lower-Income Neighborhoods²³

DEMOGRAPHICS		
	% of Citywide Total that Lives in High-Income Neighborhoods	% of Citywide Total that Lives in Low-Income Neighborhoods
Black Population	7%	58%
White Non-Hispanic Population	38%	21%
Hispanic Population	6%	63%

SOCIAL DETERMINANTS AND HEALTH INEQUITIES

	High-income City Neighborhoods	Low-income City Neighborhoods
Residential Segregation: Percent of residents in the neighborhood who are minorities	34%	85%
Child Poverty: Percent of children who live below the poverty line (equivalent to an income of approximately \$22,000 for a family of four including two children)	5%	42%
Family Income: Percent of families making more than \$100,000 per year	43%	10%
Jobs Access: Perception by residents that the ability of residents to find suitable employment is "Poor" ²⁴	26%	53%
Underemployment Rate: Percent of residents who are unemployed or only working part-time because they can't find full-time work ²⁵	15%	26%
Education Level: Percent of adults with a Bachelor's Degree or more	67%	17%
Disconnected Youth: Proportion of youth age 16-19 who are not in school and not working	1%	11%
Youth Opportunity: Percent of residents who say that their area is a "Poor" place to raise children ²⁶	13%	46%
Foreclosure Crisis: Annual foreclosure rate per 1,000 1-4 Family Structures ²⁷	5	25
Severe Housing Cost: Percent of renters paying over 50% of their income towards housing costs	23%	36%
Health Insurance: Adults who say that they lack health insurance ²⁸	6%	14%
Safety: Annual violent crime rate per 1,000 residents ²⁹	6	23
Environmental Quality: Health Equity Index Score (see explanation below)	Average	Below Average

HEALTH OUTCOMES

	High-income City Neighborhoods	Low-income City Neighborhoods
Asthma: Adults who say they have been diagnosed with asthma ³⁰	14%	23%
Diabetes: Adults who say they have been diagnosed with diabetes ³¹	3%	14%
High Blood Pressure: Adults who say they have been diagnosed with hypertension or high blood pressure ³²	13%	27%
Infant Health: Percent of babies born with a low birth weight	7%	10%
Average Connecticut Health Equity Index Scores by Neighborhood³³		
Overall Health Score	Average	Below Average
Life Expectancy	Average	Below Average
All Causes of Death (Age Adjusted Mortality)	Above Average	Below Average
Death from Injuries (Age Adjusted Mortality)	Average	Below Average
Cardiovascular Disease Rate	Above Average	Below Average
Cancer Incidence Rate	Above Average	Below Average
Not Receiving Prenatal Care in First Trimester	Average	Below Average

CHALLENGE #2 Remove Barriers to Housing

DATA

- > Due to a long history of governmental policy, disparities in economics, and neighborhood disinvestment, homeownership rates in our metropolitan area are far lower among black and Latino families than they are among non-minorities. Most people of color simply do not make enough money to purchase a typical home within the metropolitan area.
- > Renting an apartment is not an escape from our region's high housing costs. According to the Partnership for Strong Communities, **the median gross rent in Connecticut rose to \$1,021/month in 2011 from \$681 in 2000, a 50% increase that surpasses the 9% increase in median household income for renters during that same time period.**
- > In Connecticut, a renter now must earn \$49,000 per year (\$23.58 an hour) to rent a typical two bedroom apartment without spending more than 30% of their income on rent. This figure has risen from the \$29,000 salary required in 2004. **Transportation costs have also risen sharply (to more than 30% of net income in lower-income communities).**³⁵

HOMEOWNERSHIP RATES By Geography, 2010 ³⁶			
	Black	White Non-Hispanic	Hispanic
City of New Haven	23%	42%	22%
New Haven County	36%	74%	33%

IMPORTANCE

- > The place where a child or adult lives can significantly extend their life expectancy – or it can cause significant stress. Although most people enjoy the place where they live, in the aggregate, neighborhoods with concentrations of poverty

THE BURDEN OF ASTHMA IN CONNECTICUT A Summary of New Findings from the State Department of Public Health³⁹

- ◆ Of all the groups included in a recent statewide report on asthma, African-Americans and residents of the State's large cities had the highest rates of asthma-related hospitalizations.



- ◆ The City of New Haven had the highest rate of asthma-related hospitalizations, with 65 per 10,000 people. Hartford had 35 per 10,000 hospitalizations, while New Hartford had only 2 per 10,000 people.
- ◆ Current asthma prevalence among all children throughout Connecticut was 11.3% in 2010. Each year, this rate has been consistently higher than the national rate of 8.4%. Within Connecticut, current asthma prevalence was highest among black children (18.9%), compared to 12.3% among Hispanics and 9.9% among non-Hispanic white children.

- ◆ According to a 2009 study (*Social Determinants: Taking the Social Context of Asthma Seriously*), "the social disadvantages associated with racial residential segregation – air pollution, exposure to stress and violence, problems of access to healthy food, limited access to medical care and appropriate medication, and erosion of collective efficacy – are tied to asthma."

- ◆ To improve asthma outcomes, we must improve neighborhood conditions and housing quality, particularly for minorities and children living in poverty. This can be directly impacted by reforming our urban planning, zoning, and transportation policies.

STUDENT HEALTH AND EDUCATION IN LOW-INCOME NEIGHBORHOODS

In addition to their impact on the community as a whole, the health inequities described in the previous section have a significant impact on student health and achievement in the New Haven Public Schools. New Haven students disproportionately live within the “low income” neighborhoods identified within this report. In a 2009 study conducted across 12 randomly-selected New Haven Schools, nearly one out of every two 5th and 6th graders were overweight or obese, 15% were at risk of hypertension, and 24% had asthma. These studies from New Haven, as well as similar ones conducted in other communities, also demonstrate an unmistakable link between health and academic achievement at this age.³⁴

contribute to chronic illnesses, lower academic achievement, and other problems that we highlight in this report. Issues such as low-weight births, obesity and asthma must be tackled preemptively by removing the barriers to good health in the neighborhoods where people of color live.

- > There is an immense difference between simply being poor, and living in a poor neighborhood with failing schools and few jobs. Growing up under the latter circumstances can have lifelong impacts, particularly among black and Latino children. For example, even after controlling for factors such as family status, a recent national study showed that growing up in the most disadvantaged 20% of neighborhoods (compared to the least disadvantaged) reduced the probability of high school graduation from 96 to 76 percent for black children.³⁷
- > Policymakers often attempt to solve problems by passing laws or creating programs that in theory apply to all residents. While this is perceived by some as an exercise of fairness, in reality, treating all issues equally simply reinforces our existing inequalities. For instance, job-creation programs that do not take into account different levels of access to jobs within different communities can serve to reinforce our metropolitan divisions.
- > The lack of affordable housing is a particular concern for many families. Unfortunately, the subsidized and low-cost housing or homeownership opportunities that do exist tend to be concentrated within the lower-income neighborhoods that we discuss above. **As one recent analysis puts it, our Federal and local housing policies “shouldn’t be subsidizing poor families to live in distressed neighborhoods that undermine their health, their employment prospects, and their kids’ school success.”**³⁸



Bridgette P. Russell

Managing Director

Home Ownership Center, Neighborhood Housing Services of New Haven, Inc.

“The tightening of credit during the recession has had a negative effect on home ownership. It directly has limited the number of first-time home buyer mortgage programs and rental affordability. Crime, taxes, and unemployment are other factors that exacerbate the difficulty of finding safe and affordable housing. There is not much housing diversity in New Haven, especially for renters. The available housing stock is aging and often in disrepair while new housing tends to be high-end with only a few affordable set-asides. There is a specific need for mortgage products that have a rehabilitation component – especially a forgivable rehabilitation component. Also, it would be helpful to broaden the parameters for qualifying for down-payment assistance programs. There is a movement underway in the city to try to make this happen. Organizations like New Haven’s Living City Initiative and the NAACP are playing a significant community revitalization role by partnering with financial institutions and policymakers. The NAACP’s partnership with First Niagara Bank and its advocacy with legislators for jobs, zoning changes and crime reduction are making a positive difference for home owners, renters and micro-enterprises.”

CHALLENGE #2 Remove Barriers to Housing (continued)

Marian Evans, M.D.

Professor

Department of Public Health, Southern
Connecticut State University

“Racism (structural, institutional and interpersonal) is the number one reason for the health disparities that exist in our country. Because of racism in its various forms, which I consider to be a social construct, minorities also face a wide range of social disparities beyond physical and mental health disparities. Social inequities have created disparities in education, jobs, safety and in housing. The paradigm has to shift and the status quo can’t be allowed to continue. The minority community has to stand up, recognize and be willing to mobilize to action in light of today’s un acceptable health. Why can’t we follow best practices in other U.S. cities and in other industrialized nations that provide better health care — more affordable, universally accessible and, in many cases, of higher quality with better outcomes? We should be appalled and aggrieved by the statistics involving our minority community. The NAACP can play a valuable role in giving people the tools and skills needed to become leaders in addressing the issues of health inequity that impact their lives. The NAACP does not have to champion every issue. But they can help teach people to take on leadership roles and to form advocacy strategies that wake-up policymakers, healthcare professionals and institutional leaders to the fact that allowing health care disparities to continue is the same as allowing racism to continue.”

SOLUTIONS REQUIRING BROAD COMMUNITY SUPPORT

- > Improve the health conditions in lower-income neighborhoods. This is a complex issue, but **other communities have shown that it can be achieved through cross-sector community development initiatives that improve jobs access, eliminate food deserts, expand educational programs and improve public safety while building the leadership capacity of local residents and neighborhood-based institutions.** We also must promote high-quality, mixed-income housing opportunities; construct efficient transportation systems and infrastructure; expand recreational spaces; and reduce the impact of deleterious air pollution in our lower-income neighborhoods.
- > Increase the overall supply of affordable housing units in the Greater New Haven metropolitan region. We need a particular focus on increasing the supply of units in areas that are healthy, economically vibrant, safe, and highly accessible to jobs and public transportation as well as to good schools. Although New Haven has projects such as New Haven’s 360 State Street that combine a few dozen affordable units with luxury housing, many other metropolitan areas throughout the United States have taken more far-reaching steps to accomplish this goal.
- > **Reform the “exclusionary” land use and zoning policies that exist within our metropolitan area.** In many towns and neighborhoods, existing laws allow for expensive housing units to be built, but do not permit new apartments or smaller homes.
- > Housing policy reforms and neighborhood reinvestment initiatives described above are urgently needed, but will take time to bear fruit. In the shorter term, we can improve transportation service, so that families who are impacted by rising housing and gasoline costs have additional options to reduce the expense of transportation. We can promote fair employment and fair housing practices and residency incentives, particularly within city centers, so that people living within lower-income urban neighborhoods have a greater opportunity to find work closer to the place where they live and vice versa.
- > Promote financial literacy and incentives so that working families have a pathway to purchase homes, and save money for the future. Community housing and economic development initiatives such as those developed by the NAACP and First Niagara Bank are a model to consider expanding.

AFRICAN AMERICANS LIVING BELOW THE POVERTY LINE ARE HEAVILY CONCENTRATED WITHIN THE CITY OF NEW HAVEN.

85% of poor African American residents living in the Greater New Haven area are concentrated within the City of New Haven. Within New Haven, this population is even further concentrated into a handful of neighborhoods identified within this report.

NUMBER OF AFRICAN AMERICANS LIVING BELOW THE POVERTY LEVEL (2010)

New Haven City	11,247	(25% of blacks in the city)
West Haven.....	863	(8% of blacks in the town)
Hamden	836	(8% of blacks in the town)
Milford	90	(9% of blacks in the town)
Branford	80	(23% of blacks in the town)
East Haven	28	(5% of blacks in the town)
Guilford:	17	(6% of blacks in the town)
North Haven	13	(2% of blacks in the town)
Orange	0	
Woodbridge	0	
Bethany	0	
Cheshire	0	
North Branford	0	
Madison	0	

Mr. Maurice Williams

Yale University

“It is critical that our low-income residents and their families have access to quality and affordable health care just like our elected officials do. The best opportunity for reducing health disparities is to more consistently reach out to this population with helpful information — and to make sure the information gets to them in a form that resonates with them. The NAACP has a good grasp on how to most effectively reach people with vital health care messages. The organization works hard to constantly refine its channels of communications.”



INCREASING CIVIC ENGAGEMENT

The Greater New Haven NAACP is committed to raising awareness for political, educational, social and economic equality of minority group citizens in the electoral process. Civic engagement is crucial to addressing the concerns brought forward in this report.

William R. Dyson

Chair Holder, Governor William A. O'Neill
Endowed Chair in Public Policy and
Practical Politics

Central Connecticut State University

“It should be the mission of every member of the minority community to continually be involved in the issues that affect them. To get involved, they have to believe that voting and civic engagement will make a difference in their lives. Organizations like the NAACP can help the community to see the successes that result from involvement. And seeing success makes believers out of people. Getting civically engaged is not for the faint of heart. To become meaningfully engaged in the civic life of a community involves sacrifice and a firm dedication. It’s not just getting involved when glaring injustices take place. It’s staying involved and persistently engaged in chipping away at ongoing and long-standing problems like disparities in education, household income and career opportunities.”

DATA

- > Because one-third of residents in our metropolitan area identify as racial or ethnic minorities, our communities of color have significant political influence, one which seems to grow with each election season. But, disparities are evident in the actual rate of political engagement.
- > Because African-Americans are disproportionately in prison or on parole (and so in many cases are not allowed to vote), there is a false perception within some communities that all ex-offenders are not eligible to vote.

Adults who feel that they have “Great” or “Moderate” Influence in Local Government Decision Making: Greater New Haven Region, Fall 2012⁴⁰

	Black	White Non-Hispanic	Hispanic
All Adults	30%	29%	27%

Adults who are Registered to Vote: Greater New Haven Region, Fall 2012⁴¹

	Black	White Non-Hispanic	Hispanic
All Adults	77%	86%	67%

Percent of Adults who Contacted or Visited a Public Official: Connecticut, 2010⁴²

	Black	White Non-Hispanic	Hispanic
All Adults	8%	16%	4%

Percent of Adults who Attended a Public Meeting: Connecticut, 2010⁴³

	Black	White Non-Hispanic	Hispanic
All Adults	4%	13%	3%

Voter Disenfranchisement: Adults who are not Eligible to Vote because they are in Prison or on Parole: Connecticut, 2010⁴⁴

All Adults	8 out of every 1,000 residents disenfranchised
African Americans	33 out of every 1,000 residents disenfranchised

SOLUTIONS REQUIRING BROAD COMMUNITY SUPPORT

- > Promote voter registration and engagement. We must considerably increase the proportion of people who feel that they have the power to make changes, and who take action on this feeling during every election. This will allow people of color to have an even more significant influence in government, and thus could help correct the other barriers to opportunity we document in this report.
- > Ensure that politicians are accountable to minority communities by increasing the number of opportunities for residents to meet them face to face, and by strengthening local advocacy groups. Improve access to news and information within the minority community through enhanced broad band access.
- > Advocate for charter reform and other structural changes based on the current needs of communities, with the goal of giving residents more influence in their local government. For instance, charter reform might allow citizens to become more involved in the elections or appointments of commissions and boards.
- > Develop ways to engage youth in all aspects of civic life. In particular, the community should increase its efforts to create a pipeline for young black and Latino residents to take on civic leadership roles throughout the Greater New Haven Metropolitan Area.
- > Work to achieve equal and proportionate representation on all local and regional boards that have the potential to exacerbate or minimize inequities within our metropolitan community.



Toni Harp

Connecticut State Senator Representing
New Haven and West Haven

“We need to create opportunities for everyone to take part in our democracy and to claim a share of ownership in the civic life of our community. Not enough of our eligible voters actually vote. Less than 50 percent voted in the most recent election. Many ex-offenders who are eligible to vote in Connecticut don’t realize it. And many people who move from one neighborhood to the next are unsure of where to vote. When they go to the wrong voting locations, transportation needs to be available to get them to where they should be. The NAACP fully understands the impediments that often stand in the way of low-income people registering to vote and getting to the right polling stations. It works hard to remove these impediments. But its work won’t be done until the vast majority of African-American voters get to the polls. I think New Haven needs an ongoing, year-round voter registration and information operation as well as the best, most up-to-date technology at each voting location. The NAACP and its members can play an important role in continuing to advocate for a sustained city-wide effort to make voting easier for the hardest to reach members of our community.”

CALL TO ACTION

If you are a citizens of the Greater New Haven metropolitan area, and what you have read in this report disturbs you, saddens you or angers you, the Greater New Branch of the NAACP has three pieces of advice: Get involved in your community, make sure your voice is heard by policy makers and if you're not yet a member of the NAACP join and become active.

The data presented in this report calls for rejecting the status quo and not waiting for others to make conditions better. Take it upon yourself, starting now, to do whatever you can to improve the social, economic and educational situation for everyone in the Greater New Haven Metropolitan Area.

You have a voice. Use it to make a positive difference in our community. Any injustice suffered by anyone in our larger community is an injustice suffered by us all.

WHAT CAN BE DONE ON THE NATIONAL LEVEL

The Greater New Haven NAACP Branch calls on the White House to convene a commission to analyze legislation and policies that have a significant impact on urban/suburban inequities throughout the nation — especially the specific inequities highlighted in this report.

WHAT THE GOVERNOR OF CONNECTICUT CAN DO

The Greater New Haven Branch of the NAACP calls upon the Governor of Connecticut to empanel a Commission to review why the richest and most progressive state in the United States has the large inequities and disparities documented in this report. Such a Commission should comprehensively review all policies and regulations that perpetuate either directly or indirectly any of the inequities and disparities noted within this report. It should be empowered with the resources necessary to study linkages and associations and to make broad policy recommendations that will:

- 1 Enhance the economic strength and competitiveness of this state.
- 2 Serve as a national model for urban and metropolitan areas addressing the challenges such as those documented in this report.



WHAT RESIDENTS, ORGANIZATIONS AND BUSINESSES CAN DO TO IMPROVE THE GREATER NEW HAVEN METROPOLITAN REGION

- 1 Become engaged in the many metropolitan, regional state commissions, boards and committees which directly or indirectly impact or sustain the policies that perpetuate the inequities documented in this report. Advocate for charter reform that provides residents more influence in their local government.
- 2 Become more aware of how public policies perpetuate systemic poverty and undermine equity in education, health status and quality of life opportunities.
 - > Level the playing field within our early childhood systems and public schools, so all students of all backgrounds are likely to be reading at goal by the time they reach the 3rd grade.
 - > Increase access to the internet for all children and families regardless of their economic status.
 - > Ensure that all students are prepared for higher education and training including vocational opportunities before the time they graduate from high school, so they do not have to pay for remedial high school level course work when they reach college.
- 3 Work with planning and zoning boards and the South Central Regional Council of Governments to review the impact of inadequate public transportation systems that undermine employment opportunities for too many residents. Our transportation system has not kept pace with the growth of the region and has added to the transportation burden of many families.
- 4 Work with the Greater New Haven Chamber of Commerce as well as local and regional economic development entities to convene a discussion with businesses and employers about enhancing the employment opportunities and aligning workforce readiness and future careers. The latter should have a particular focus on residents who are anxious to join the workforce, yet who are often locked out of being productive members of society due, in some cases, to minor or dated minor convictions.
 - > Reduce the barriers to employment imposed on formerly incarcerated residents by many major employers by adopting the “ban the box” and other screening practices.
 - > Enact residency requirements or incentives for City of New Haven public employees so that at least 75% of the total payroll remains within the City.
 - > Reallocate and or match a portion of the enormous resources currently used by the Department of Corrections toward community development and jobs creation within the neighborhoods that are most impacted by high rates of incarceration, unhealthy neighborhoods and poverty.
- 5 Remove systemic barriers that prevent individuals from access to safe and healthy neighborhoods. Increase the overall supply of affordable housing units in the Greater New Haven Metropolitan Area. Future housing expansion should be developed in neighborhoods that are economically vibrant, close to public transportation, safe, and accessible to good schools.
 - > Reform exclusionary land use and zoning policies.
 - > Work with local and regional zoning boards to promote zoning policies that produce healthy communities without air pollution and with safe parks and safe public spaces.
 - > Work to assure that all housing developments have health facilities that are accessible and that social determinants such as access to healthy food, exposure to air pollution and environmental waste dumps are adequately addressed.

END NOTES

The recommendations and observations contained within this report represent those of the Greater New Haven Branch of the NAACP, and do not necessarily reflect the views of the other organizations or individuals listed below. Research material was contributed by Mark Abraham, the Executive Director of DataHaven. DataHaven is a non-profit 501(c)3 organization that is dedicated to improving the Greater New Haven Region by compiling and sharing public information. Funding for this report was provided by the Annie E. Casey Foundation, Empower New Haven, Inc., and The Community Foundation for Greater New Haven.

Note: In the process of writing this report, the Greater New Haven NAACP Branch and DataHaven compiled a significant amount of information related to racial disparities and health inequities in the Greater New Haven Metropolitan Area. While most of this research could not be included due to space and cost limitations, we look forward to working with other community partners to improve our systems for sharing data on minority health and well being. Please contact us with any questions or for more information.

¹Connecticut Department of Public Health, Vital Statistics web page (2013). In 2010, the infant mortality rate per 1,000 live births in New Haven was 9.5 deaths per 1,000 live births – a rate significantly higher than that of the State of Connecticut as a whole (5.2 deaths per 1,000 live births). Out of the 19 infant deaths in New Haven, 12 were African-American and 5 were Hispanic ethnicity. These proportions do not seem to change significantly from year to year. Available at <http://www.ct.gov/dph/cwp/view.asp?a=3132&q=394598>.

²Connecticut State Department of Education (2012). Data available at <http://www.ctdata.org/dh>.

³Hernandez, D. (2012). *Double Jeopardy: How Third-Grade Reading Skills and Poverty Influence High School Graduation*. Baltimore: Annie E. Casey Foundation. Available at <http://www.aecf.org/KnowledgeCenter/Education.aspx>.

⁴McGill-Franzen, A. and Allington, R. (2003). "Bridging the Summer Reading Gap." *Instructor Magazine*, 2003 May/June. Republished at <http://www.scholastic.com/teachers/article/bridging-summer-reading-gap>.

⁵DataHaven and Siena College Research Institute (2013). Greater New Haven Community Wellbeing Survey. Data are available at <http://www.ctdatahaven.org/wellbeingsurvey>. The Wellbeing Survey is the largest survey of its kind ever completed in the Greater New Haven Region, involving interviews with 1,307 randomly selected residents via cell phone and landline telephone in September and October 2012. The survey was conducted by DataHaven on behalf of a large group of community institutions and funders.

⁶ConnCAN (2012). *The Roadmap to Closing the Gap*. New Haven: ConnCAN. Available at <http://conncan.org/issues-research/roadmap-closing-gap>

⁷Hosch, B. and Kiehne, J. (2011). *Postsecondary enrollment and completion patterns of students from Connecticut public high schools: An analysis of data from the National Student Clearinghouse*. Hartford: Connecticut Board of Regents for Higher Education. Available at http://www.ctdatahaven.org/know/index.php/File:CT_Board_Regents_Postsecondary_Completion_NSC_2011.pdf

⁸Carroll, J. (2011). *Developmental Education at Connecticut Community Colleges: A Key to Economic Recovery*. Hartford: Connecticut Association for Human Services.

⁹Alliance for Excellent Education (2011). *The High Cost of High School Dropouts: What the Nation Pays for Inadequate High Schools*. Available at <http://www.all4ed.org/files/HighCost.pdf>

¹⁰Forman, J. (2011), "The black poor, black elites, and America's prisons." Yale Law School Faculty Scholarship Series Paper 3853. Available at http://digitalcommons.law.yale.edu/fss_papers/3853.

¹¹Alliance for Excellent Education (2011).

¹²DataHaven and Siena College Research Institute (2013).

¹³Hero, J. (2009). *Connecticut Family Asset and Opportunity Scorecard*. New Haven: Connecticut Voices for Children.

¹⁴U.S. Census Bureau. Data on family income by race and ethnicity are from Decennial Census and American Community Survey, analyzed by DataHaven.

¹⁵U.S. Census Bureau.

¹⁶Berube, A. and Puentes, R. (2011). *Transit Access to Jobs in Metropolitan America (Interactive Report)*. Washington, DC: Brookings Institution. Available at <http://www.brookings.edu/research/interactives/transit-access-to-jobs-in-metropolitan-america>. This report contains data specific to the New Haven-Milford metropolitan area.

¹⁷U.S. Census Bureau.

¹⁸DataHaven and Siena College Research Institute (2013).

¹⁹DataHaven and Siena College Research Institute (2013).

²⁰The Kaiser Family Foundation, statehealthfacts.org. 2008 is the most recent year of data available from the U.S. Bureau of Justice Statistics, via their 2010 National Prisoner Statistics report.

²¹Rosenthal, L. et al. (2012). The importance of full-time work for urban adults' mental and physical health. *Soc. Sci. Med.* 2012 November. Available at <http://www.ncbi.nlm.nih.gov/pubmed/22858166>.

²²Connecticut Department of Public Health (2013). Website. For example, see the comprehensive "Health Disparities" resource page, available at <http://www.ct.gov/dph/cwp/view.asp?a=3132&q=388116%20%20%20>.

²³Unless otherwise noted, all data within this table are from a DataHaven analysis of 2010 U.S. Census Bureau data. Data were aggregated by Census Block Group. Higher-income neighborhoods comprise East Rock, East Shore, Prospect Hill, and Westville. Lower-income neighborhoods include Dixwell, Dwight, Fair Haven, Hill, Newhallville, West River, and West Rock. Additional information on this analysis is available from DataHaven.

²⁴DataHaven and Siena College Research Institute (2013).

²⁵DataHaven and Siena College Research Institute (2013).

²⁶DataHaven and Siena College Research Institute (2013).

²⁷DataHaven analysis of individual-record foreclosure data from the Greater New Haven Community Loan Fund from 2008 through 2010.

²⁸DataHaven and Siena College Research Institute (2013).

²⁹DataHaven analysis of individual-record crime data from the New Haven Police Department from 2006 through 2008.

³⁰DataHaven and Siena College Research Institute (2013).

³¹DataHaven and Siena College Research Institute (2013).

³²DataHaven and Siena College Research Institute (2013).

³³These figures are based on a 2012 DataHaven analysis of Health Equity Index data for the New Haven Health Department. The Health Equity Index is a project of the Connecticut Association of Directors of Health. The Index assigns a score to each neighborhood area and Town based on health data obtained from various sources including area hospitalization records. Scores range from one to ten, with a ten being the best possible score. Most communities fall between a score of 4 and 6. In this analysis, neighborhood scores were averaged. "Below Average" was noted where the score was between 1 and 3, "Average" where it was between 4 and 6; and "Above Average" where it was between 7 and 10.

³⁴See <http://care.yale.edu/> for more information, including a 2010 report on student health and academic achievement in New Haven.

³⁵Partnership for Strong Communities (2012). "Housing in Connecticut." Available at <http://www.psychousing.org/>.

³⁶U.S. Census Bureau.

³⁷Wodtke, G. et al. (2011). Neighborhood Effects in Temporal Perspective: The Impact of Long-Term Exposure to Concentrated Disadvantage on High School Graduation. *American Sociological Review*, 76(5): 713-736.

³⁸Turner, M. (2012). "Did Somebody Say Neighborhoods Don't Matter?" Analysis of Federal Moving to Opportunity program posted on Urban Institute Metro Trends Blog. Available at <http://blog.metrotrends.org/2012/09/neighborhoods-matter/>.

³⁹Connecticut Department of Public Health (2012). The Burden of Asthma in Connecticut: 2012 Surveillance Report.

⁴⁰DataHaven and Siena College Research Institute (2013).

⁴¹DataHaven and Siena College Research Institute (2013).

⁴²Ramos, V. and Thomas, N. (2011). 2011 Connecticut Civic Health Index. Available at <http://ncoc.net/CTCHI>.

⁴³Ramos, V. and Thomas, N. (2011).

⁴⁴The Sentencing Project (2013). Connecticut Facts web page. Available at <http://www.sentencingproject.org/map/statedata.cfm?abbrev=CT&mapdata=true>.



**The National Association for the
Advancement of Colored People
Greater New Haven Branch**

545 Whalley Avenue
New Haven, CT 06511

860-389-7275, gnhnaacp@gmail.com
www.naacpnewhaven.org