



TULSA EQUALITY INDICATORS



Measuring change toward
greater equality in Tulsa





This report was prepared by Tulsa Area United Way in partnership with the City of Tulsa. The Tulsa Equality Indicators 2024 Annual Report and data are available online at tulsaei.org.

ANNUAL REPORT 2024

TABLE OF CONTENTS

Letter from Monroe Nichols, Mayor, City of Tulsa	4
A Look Back over the Past Year	5
Executive Summary	8
Important Considerations	9
Equality Scores	10
Theme 1: Economic Opportunity	14
Topic 1: Business Development	16
Topic 2: Employment	18
Topic 3: Income	20
Theme 2: Education	22
Topic 1: Impediments to Learning	24
Topic 2: Quality and Opportunity	26
Topic 3: Student Achievement	28
Theme 3: Housing	30
Topic 1: Homeownership	32
Topic 2: Homelessness	34
Topic 3: Tenant Stability	36
Theme 4: Justice	38
Topic 1: Arrests	40
Topic 2: Law Enforcement	42
Topic 3: Safety and Violence	44
Theme 5: Public Health	46
Topic 1: Health Care Access	48
Topic 2: Mortality	50
Topic 3: Well-being	52
Theme 6: Services	54
Topic 1: Resources	56
Topic 2: Political Empowerment	58
Topic 3: Transportation	60
Appendix A: Tulsa Regions	62
Appendix B: Data Sources	64
Appendix C: Ratio to Score Conversion Table	68
Appendix D: Indicator Index	69
Contributors and Acknowledgments	71

LETTER FROM MONROE NICHOLS MAYOR, CITY OF TULSA



Dear Tulsans,

I am pleased to share the 7th edition of the City of Tulsa Equality Indicators Report. Over the years since the first Equality Indicators report was released in 2018, it has become an important tool that Tulsans from every sector and part of the city have used to advocate for change, focus resources, and drive decision-making. The report serves as a marker of our progress, as well as reminder of the work we will need to continue to ensure all Tulsans have opportunities to live their best lives.

This year's report is being released at a time when we are full swing in implementing meaningful steps toward our ambitious goals to end homelessness by 2030; improve student outcomes and better the lives of our children, youth and families; expand economic opportunity for everyone in our city; make Tulsa the safest big city in America; increase affordable housing; and improve relations and co-governance models with our tribal governments. Many of the 54 indicators outlined in this report will be metrics we will monitor to ensure we are making progress on these key priorities and goals.

Being the first report of my administration, I'm pleased to see that Tulsa has improved its Equality Score since 2018 with the highest score yet at 43.09. This trend toward greater equality indicates we are closing disparities in some of these indicators such as homelessness by veteran status or business ownership by race. And yet, we are seeing gaps in other areas, such as the widening of inequality as it relates to child abuse and infant mortality rates. In both instances, the Equality Score is just part of the full story, and further research is needed to further understand these changes.

For example, a narrowing of a gap could be due to the group experiencing the worst outcome staying the same, and the group with the best outcome doing worse than before. An Equality Indicator is a great numerical reminder of what we mean by equity: outcome gaps closing and at the same time outcomes improving for all groups. And that is the lens I hope all Tulsans take who read this report and are worried about low scores in things like payday lending institutions or food deserts by geography.

This report also spurs questions about the macro factors impacting these outcomes, and we welcome these inquiries and look forward to digging into the data and exploring what actions we could take in the year ahead.

My biggest takeaway from all of this is that the Equality Indicators Report is just one piece of the bigger picture, that includes all of us. Every day, Tulsa's nonprofit organizations, local businesses, faith-based institutions, and government workers are moving the needle on issues and matters of importance. I am grateful that we live in a city that has such dedicated and compassionate people and organizations who are driven to make a difference. While we have more work to do to ensure that every Tulsan, no matter their race, ethnicity, zip code or other identity, has an opportunity for a long, healthy life – I'm grateful that we're charting the path forward, together, with a focus on a more equal and equitable Tulsa in mind.

Sincerely,
Monroe Nichols, IV
Mayor of Tulsa



A LOOK BACK OVER THE PAST YEAR SINCE THE RELEASE OF THE 2023 REPORT

CONFRONTING HISTORIC RACISM

- Equity Dialogue facilitators hosted dialogues on the National Day of Racial Healing in January 2024. Training for facilitators was also held during Welcoming Week in September, increasing the number of facilitators by 35. Since 2018, the City of Tulsa has trained more than 130 facilitators and engaged over 500 Tulsans in dialogues.
- The City made its first identification of a victim from the 1921 Tulsa Race Massacre, C.L. Daniel. The City hosted a memorial service with his family present. Additionally, genealogy workshops for community members helped Tulsans understand how DNA analysis is used in the 1921 Mass Graves investigation. Also a burial map of Oaklawn Cemetery was completed as part of the City's search for victims from the 1921 Tulsa Race Massacre — a move that further moves the needle on the City's search and one that solidifies the City's commitment to find answers from more than 100 years ago.
- The Beyond Apology Commission was established by Mayoral executive order to reconcile, restore, and unite Tulsa in a goal of shared prosperity for all Tulsans by advancing and restoring economic mobility and intergenerational wealth for the 1921 Race Massacre survivors, their descendants, and residents of North Tulsa, in particular the historic Greenwood District and surrounding neighborhoods. The Commission's first deliverable was a recommendation for a housing reparations program, which was submitted to the Mayor on November 30th.

ECONOMIC OPPORTUNITY

- The Office of Financial Empowerment doubled the Financial Empowerment Center's (FEC) capacity by bringing on a second provider partner. From the opening of the FEC to January 31, 2025, FEC counselors have seen 1,548 clients, held 4,704 counseling sessions, helped Tulsans reduce their non-mortgage debt by \$1,582,075 and increase their savings by \$579,746. Additionally, an FEC team member is at the Municipal Courthouse multiple days a week to schedule appointments. This program integration has resulted in 575 referrals and 316 active clients, leading to \$33,699 in court fines forgiven.
- Progressed on the Kirkpatrick Heights - Greenwood Master Plan, which reserved 56 acres of publicly owned property in the Kirkpatrick Heights and Greenwood areas of North Tulsa for shared ownership and development. In 2024, the City codified a community governance structure for the land with the formal establishment of a Community Development Corporation (CDC) known as Greenwood Legacy corporation. The CDC is comprised of North Tulsa and Greenwood residents who will help decide what to do with the land, some of which the community lost due to the 1921 Tulsa Race Massacre.
- The Tulsa Women's Commission continued their work to understand key barriers to women in the workforce, culminating in the publication of a comprehensive Childcare Access Report. The report compiles data illuminating the effects of childcare availability on the economy, stories of families struggling with lack of quality childcare options, and recommendations to employers to support working families.
- The U.S. Department of Commerce awarded the Tulsa Economic Development Corporation (TEDC) \$3 million to continue construction and the development of Greenwood Entrepreneurship at Moton (GEM) — a new entrepreneurship hub in North Tulsa. The effort is revitalizing a historic building in North Tulsa and is expected to continue to create opportunity for North Tulsa and Greenwood residents for years to come.
- The Tulsa Housing Authority (THA) awarded \$950,000 to PartnerTulsa to fund a facade grant program in the 36th Street North and Peoria corridors linked to the Envision Comanche Choice Neighborhoods program. This program provides an incentive to building owners or lessees to make exterior physical improvements in the area. Additionally, PartnerTulsa secured \$1 million in additional commercial Revolving Loan Program capital for TEDC through THA and Housing and Urban Development (HUD) funds. Together, these awards represent about \$2M in commercial revitalization.
- PartnerTulsa offered microgrants through partners *Avanzando Juntos*, Tulsa Development Authority (TDA), and TEDC to support dozens of small business owners grow or start their businesses in target areas identified by previous Equality Indicator Reports.

A LOOK BACK OVER THE PAST YEAR SINCE THE RELEASE OF THE 2023 REPORT

HOUSING

- Key recommendations of the Housing, Homelessness and Mental Health (3H) Task Force are implemented or ongoing, with more than 90% already underway or in progress. Some of the work includes progress on standing up a Residential Care Center, implementing a Pre-Approved Plans Program known as T-Town Home Catalog, and expanding Tulsa Fire Department Alternative Response Teams.
- Tulsa City Council passed a set of amendments to the zoning code designed to encourage more housing development in Tulsa. The amendments will allow more housing types in commercial districts, facilitate the conversion of office buildings and hotels to housing, and make it easier to build garage apartments and backyard cottages, among other changes.
- Mayor and City Council passed a resolution formally earmarking \$75 Million of Improve Our Tulsa funds into five housing programs.
- The Office of the Mayor expanded organization capacity to address housing and homelessness by creating two key positions: Senior Advisor on Housing and Senior Advisor on Homelessness.
- Tulsa Day Center expanded accommodations and reduced barriers for individuals experiencing homelessness to access emergency shelter by building out a facility for animals, including kennels, a wash station, and more.
- Tulsa Housing Authority broke ground on 36N, the largest investment in affordable housing in Tulsa's history. Formerly Comanche Park Apartments, 36N will be comprised of 545 mixed-income housing units, including single-family homes and mixed-use commercial space. The project offers former Comanche Park residents the first right to return and expands housing capacity by adding 274 additional units. Located at East 36th Street North and North Peoria Avenue, 36N will bring the first market-rate multifamily housing to this area of Tulsa.
- Mayor Nichols issued an executive order in February 2025 creating a Housing Permitting Tracker system, Community Builder Program, and Housing Acceleration Team—all aimed increasing affordable housing stock, reducing blighted properties, and reducing cost burden for developers.

PUBLIC HEALTH

- City of Tulsa completed year one of the four-year Substance Abuse and Mental Health Services Administration Children's Mental Health Initiative (CMHI). This grant provides intensive home-based care and wraparound services for children and youth with or at-risk for severe emotional disturbance or severe mental illness and their families. Providers at Family & Children's Services, Counseling & Recovery Services of Oklahoma, and Oklahoma Family Network enrolled more than 141 youth who received supports such as crisis stabilization, inpatient care transition, and in-home community-based services.
- Tulsa City Council approved funding to expand the Tulsa Fire Department's Alternative Response Team 2 (ART-2), a dedicated unit designed to decrease high utilizers of the 911 system. ART-2 operates in Downtown Tulsa and decreases 911 medical call volume by providing advanced life support medical care while connecting individuals in need to crucial community services. The unit conducts wellness checks, provides outreach services, and educates the community.
- The Tulsa Sobering Center merged with Grand Mental Health's Urgent Recovery Center to enable direct access to mental health and substance abuse services when being diverted from jail.

A LOOK BACK OVER THE PAST YEAR SINCE THE RELEASE OF THE 2023 REPORT

SERVICES

- The City hosted “City Hall on the Go” in Council District 1 to bring City services and information directly into neighborhoods. The event coincided with the Tulsa Dream Center’s Back to School Splash.
- Mayor Nichols issued an executive order to establish the Neighborhood Conditions Index (NCI) Pilot Program and cross-departmental task force to strengthen Tulsa’s neighborhoods. The program will pilot innovative neighborhood revitalization strategies, launch community workshops for residents to better understand NCI as it relates to their neighborhoods, and foster collaboration among residents, City departments, and community partners.
- The Mayor’s Office of Resilience and Equity partnered with local organizations Leadership Tulsa, El Centro, Uma Tulsa, Mastermind Organization and the League of Women Voters to offer voter and civic education workshops and a six-week civic engagement academy for 60 immigrant residents to help demystify city government and encourage civic participation.

JUSTICE

- Tulsa Police Academy hosted a “Women In Policing” event to provide potential female recruits insight into benefits and opportunities available within Tulsa Police Department (TPD). Additionally, TPD increased recruitment from Historically Black Colleges and Universities and Hispanic Serving Institutions. These efforts led to a significant increase in Black, Hispanic/Latinx, and women applicants.
- TPD hosted a “Beyond the Badge” event inviting area residents between 18 and 45 years old to explore what a career in law enforcement could look like. Recruiters spoke at area high schools, colleges, and tech schools to bring a diverse group to the event.
- Staff from the Mayor’s Office of Resilience and Equity conducted training for all TPD patrol officers on the City’s Language Access Policy and interpretation resources to better serve residents with limited English proficiency.
- Tulsa Municipal Court hosted a “Clear Your Warrants” event helping individuals who had unpaid traffic and parking citations clear their outstanding fines and avoid additional fees or warrants.
- TPD partnered with ACTION Tulsa on an initiative to prevent firearms from being stolen from vehicles and used in violent crimes. The subsequent “Where’s your gun Wednesday?” media campaign resulted in a 30% reduction in thefts of firearms from vehicles.
- City of Tulsa, TPD, and partners were awarded a \$2 million federal grant to launch the Tulsa Community-Based Youth Violence Initiative focused on mentorship and community engagement. Funds will help community groups reach young people and address some root causes of violence.
- TPD received a \$2.5 million grant from the Department of Justice to further investigate sexual assault kits. The grant will allow the Tulsa Police Department to continue working on the prosecution of unsolved sexual assault cases. This is critical to enhancing the response to sexual assaults and ensuring justice for victims.

EXECUTIVE SUMMARY

THE TULSA EQUALITY INDICATORS 2024 ANNUAL REPORT

Tulsa's seventh annual data report in the Equality Indicators series designed to measure and track the level of inequality in the areas of economic opportunity, education, housing, justice, public health, and services in Tulsa. This report was produced through the joint efforts of the City of Tulsa Mayor's Office of Resilience and Equity and Tulsa Area United Way, using the Equality Indicators tool and methodology created in 2015 by the City University of New York Institute for State and Local Governance.

The purpose of the Tulsa Equality Indicators report is to inform community leaders, institutions, and residents about some of the most important disparities persistently and negatively impacting life for groups of Tulsans, helping focus public discourse around developing innovative and collaborative solutions that lead to more equitable opportunities and outcomes for all Tulsans.

SUMMARY OF 2024 SCORES

For 2024, Tulsa received an aggregate score of 43.09 out of 100 based on levels of equality measured across 54 indicators. Among the six themes, Education scored the highest at 55.11, followed by Economic Opportunity at 48.44, Housing at 45.11, Public Health at 41.11, Services at 38.33, and Justice at 30.44.

At 43.09, the total City Score for 2024 is 4.4 points higher than in 2018, and greater than the city score of any of the previous report years. This positive trend may be an indication that Tulsa is improving overall with regard to equality on the 54 indicators. Since Equality Indicators began in Tulsa in 2018, the city has shown increased scores in five of the six themes. Education has increased by 16 points, Economic Opportunity by 11 points, Housing by nearly four points, Services by two points, and Public Health by one point. The Justice theme has experienced a score decline of eight points since 2018. Five indicators in the 2024 report have scores of 100, indicating equality or a reversal of positions of advantage between the two comparison groups.

Highest scoring indicators:

Indicator 2: Business ownership by race (100)
Indicator 11: Chronic absenteeism by race (100)
Indicator 12: Dropping out by income (100)
Indicator 23: Homelessness by veteran status (100)
Indicator 39: VA appt. wait time vs ntl. avg. (100)

Lowest scoring indicators:

Indicator 3: Payday loans and banks by geography (1)
Indicator 43: Food deserts by geography (1)
Indicator 33: Officer use of force by subject race (2)
Indicator 40: Infant mortality by race (2)
Indicator 24: Homelessness by disability status (16)

Indicators with greatest positive change scores:

Indicator 11: Chronic absenteeism by race (+67)
Indicator 12: Dropping out by income (+63)
Indicator 27: Housing complaints by geog. (+54)
Indicator 2: Business ownership by race (+48)
Indicator 39: VA appt. wait time vs ntl. avg. (+32)

Indicators with greatest negative change scores:

Indicator 40: Infant mortality by race (-29)
Indicator 34: Child abuse & neglect vs. ntl. avg. (-29)
Indicator 17: Graduation by English proficiency (-20)
Indicator 24: Homelessness by disability status (-19)
Indicator 33: Officer use of force by subject race (-18)

IMPORTANT CONSIDERATIONS



HOW TO USE THIS REPORT

It is important to understand both the scope and the limitations of the Equality Indicators Report in order to properly interpret and make meaning of its contents. The report's primary intent is to serve as a data tool to measure the extent of disparity over time between the most advantaged and the most disadvantaged population groups for each of 54 indicators. Equality scores are based specifically on the level of disparity. Scores should not be interpreted as an assessment of the overall well-being of Tulsa's population. A high score means that the level of disparity between the groups being compared is relatively small, and a low score means that the level of disparity between the two groups is relatively large.

An increase or decrease in equality score does not necessarily indicate a comparable increase or decrease in well-being for the disadvantaged group. An increase in equality score (i.e. a decrease in disparity between two groups) may be caused by actual improvement in outcomes for the disadvantaged group, but it may also result from a decline in outcomes for the advantaged group, or some combination of the two. Both situations would generate improvement in the score. Likewise, a decrease in equality score (i.e. an increase in disparity between two groups) may be caused by either an actual decline in outcomes for the disadvantaged group or an improvement in outcomes for the advantaged group. Both situations would generate a lower score. To enable readers to identify the drivers behind an equality score, the data on which scores are based are included in the report.

The Equality Indicators report does not provide an analysis of what causes the reported disparities or prescribe a formula for resolving them. These objectives require research and dialogue beyond the scope of this report. However, this report can serve as a source of information to catalyze conversation and focus efforts within Tulsa toward producing a more equitable community.

DATA AVAILABILITY AND ADJUSTMENTS

As has been done in previous report years, The Tulsa Equality Indicators 2024 Annual Report draws from a wide variety of reliable data sources that range in vintage across multiple years. The data and scores labeled as the 2024 report year data in the indicator tables may, but generally do not, represent outcomes measured or collected in calendar year 2024. They represent outcomes measured during the most recent calendar or fiscal year for which data have been finalized and released by the data source.

In the event that new data were not available for an indicator at the time of data collection, the previous year's data and score are repeated and used to calculate indicator, topic, theme, and city scores. The repeated data and scores appear in indicator tables. In the line graphs used to show trends in scores over time, report years with repeated scores are noted below the graph.

Each year, opportunities might arise to access better or more accurate data to measure the level of equality for a given indicator. Any changes in indicators are carefully considered after a review of available data and consultation with subject matter experts. When changes to indicators' data or data sources are made, adjustments are also made to calculated values and scores of affected indicators, topics, themes and the city for all prior years.

Complete data sources for each indicator and a list of missing years of data can be found in Appendix B.

EQUALITY SCORES



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

Tulsa's overall equality score has increased every year since the inception of the Tulsa Equality Indicators series. At **43.09**, the City score for 2024 is 4.4 points higher than in 2018, and 1.07 points higher than last year's score, signifying gradual overall improvement in equality for the collection of indicators measured. Five of the six themes in the report show score improvement since 2018 – Education, Economic Opportunity, Housing, Services, and Public Health – while only the Justice theme has declined.

While the potential for relatively quick change in equality may be possible for some indicators through implementation of strategic policies and resources, change in equality of outcomes generally happens much more incrementally over a span of years. For example, the opening of a grocery store in a food desert can improve residents' access to fresh food in a matter of months. Improvement in life expectancy, on the other hand, requires a multifaceted strategy targeting the many layers of social determinants of health which can take years, decades, or generations.



CITY SCORES and CHANGE SCORE

2018 City Score:	2019 City Score:	2020 City Score:	2021 City Score:	2022 City Score:	2023 City Score:	2024 City Score:
38.69	40.07	40.56	40.93	41.50	42.02	43.09

Change Score 2018 to 2024: **+4.4**

Explore the data and learn more about scoring and methodology used for this report at tulsaai.org.

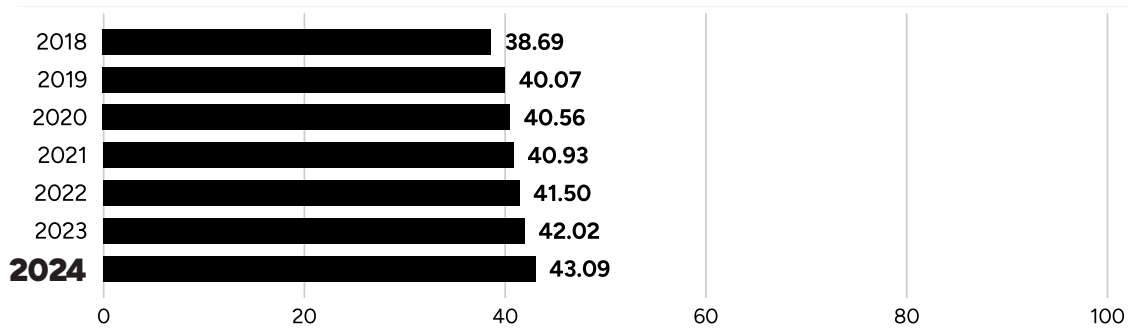
SUMMARY OF CITY AND THEME SCORES



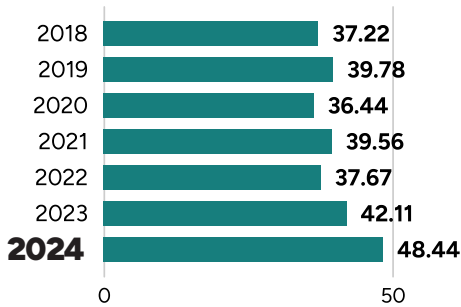
City of Tulsa Score

Report Year

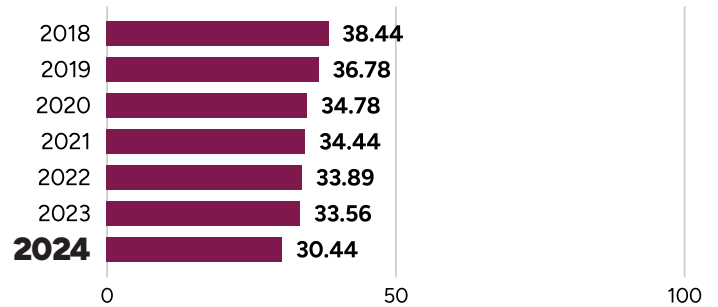
Equality Score



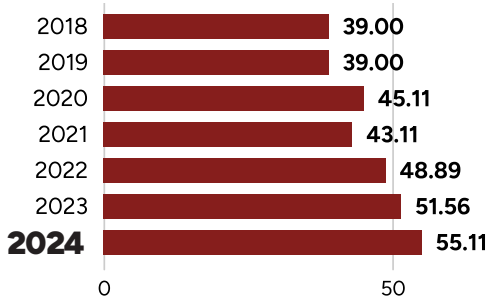
Economic Opportunity



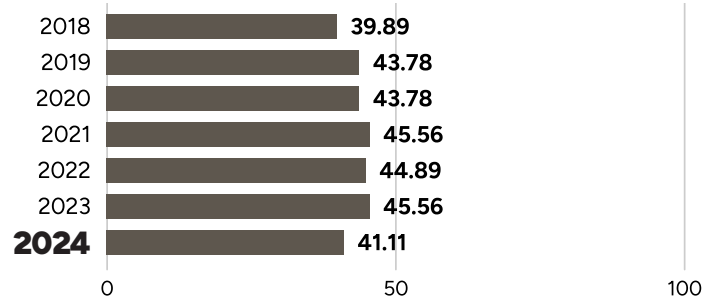
Justice



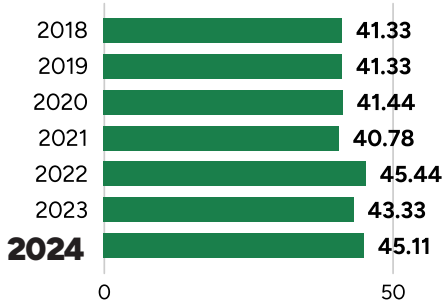
Education



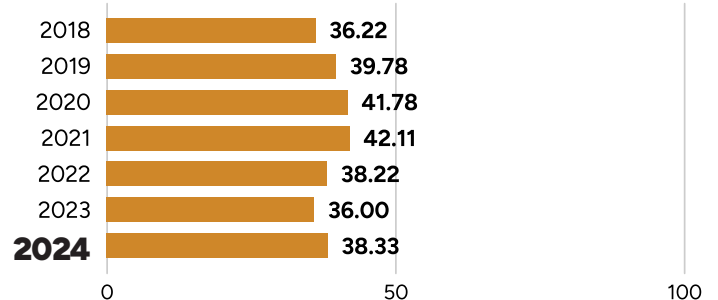
Public Health



Housing



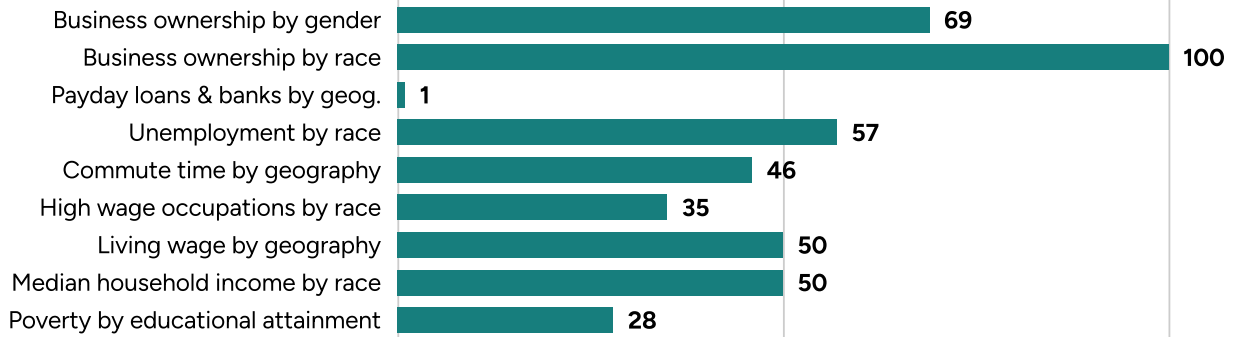
Services



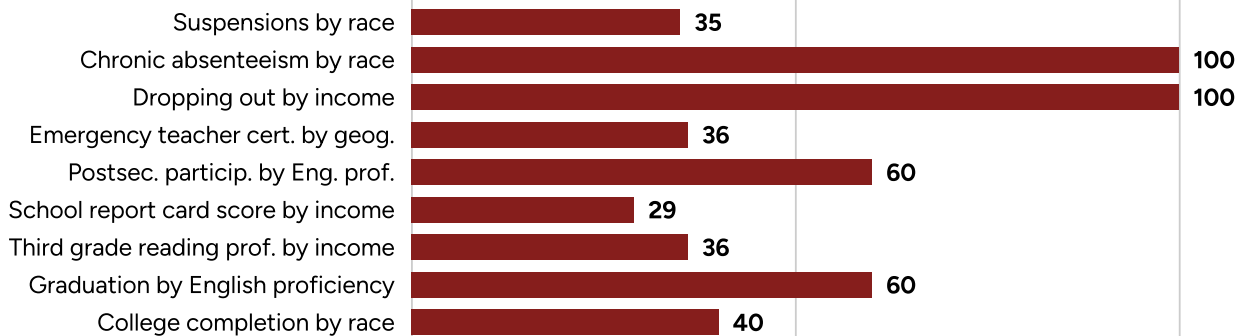


2024 INDICATOR SCORES

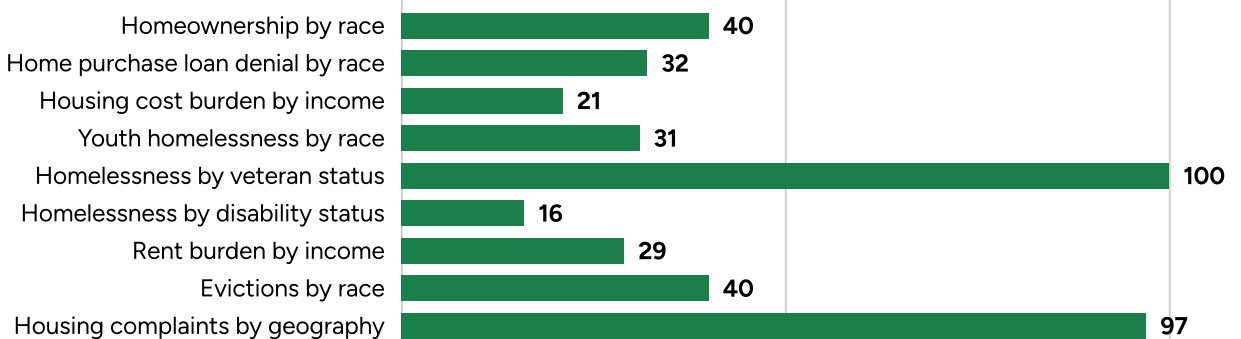
Economic Opportunity



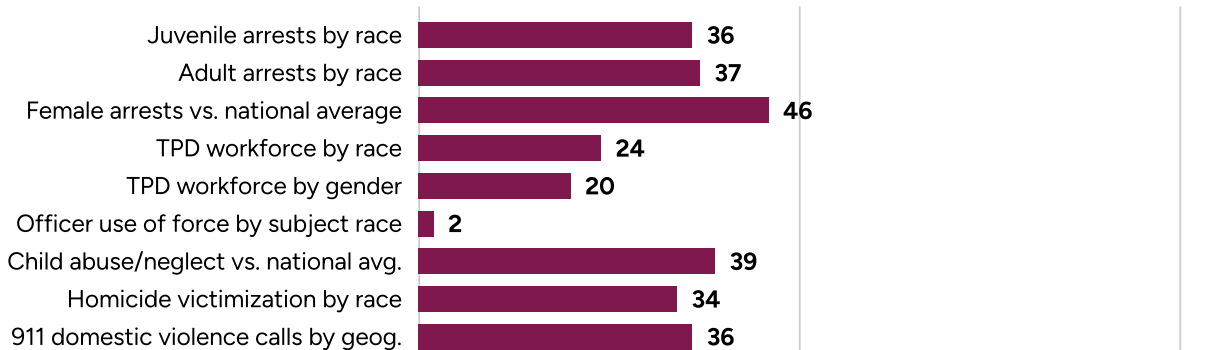
Education



Housing



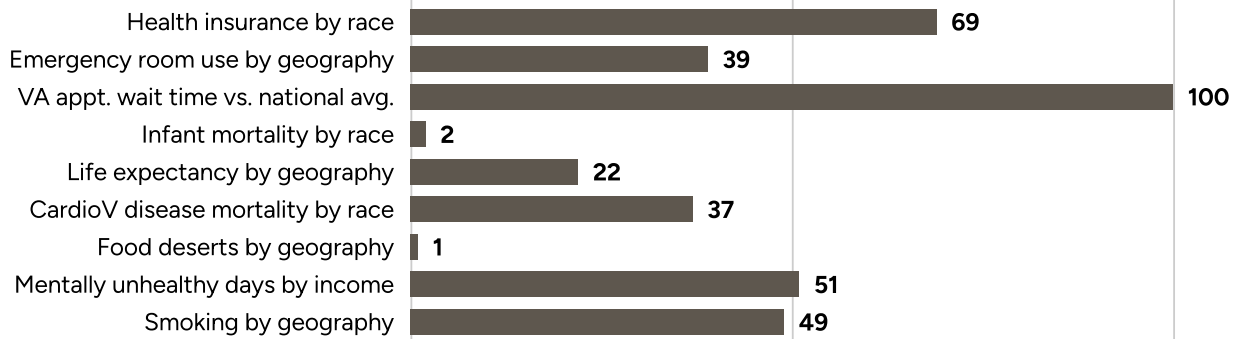
Justice



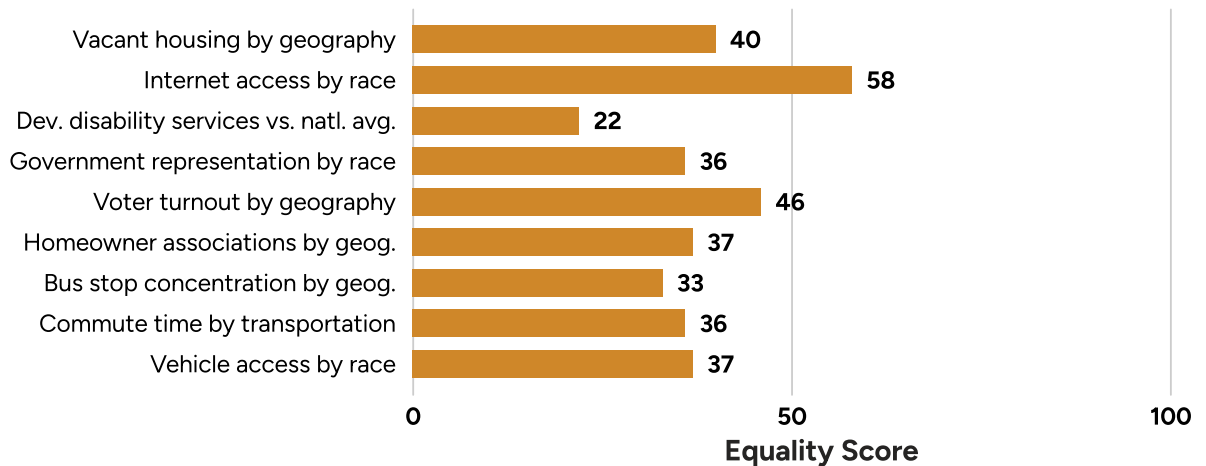
0 50 100
Equality Score



Public Health



Services



This report was prepared by Tulsa Area United Way in partnership with the City of Tulsa. The Tulsa Equality Indicators 2024 Annual Report and data are available online at tulsaui.org.



THEME 1

ECONOMIC OPPORTUNITY

THEME SCORES

2018: 37.22	2019: 39.78	2020: 36.44	2021: 39.56	2022: 37.67	2023: 42.11	2024: 48.44
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+11.22**

The Economic Opportunity theme score of **48.44** in 2024 is more than 11 points higher than the baseline score of 37.22 from the 2018 report, and it is the second highest scoring theme this year. Generally, initiatives to boost economic growth in under-resourced communities in Tulsa have contributed to the improved score.

The theme score has been boosted in particular by reduced disparity in *Indicator 2: Business ownership by race*, which exhibited a reversal in positions of advantage for the two comparison groups. Prior to this year’s report, the Asian, Native Hawaiian and other Pacific Islander population group had the highest rate of business ownership in Tulsa, while the Black population group had the lowest. Data for this year’s report reveal that the rate of business ownership among Black workers in Tulsa now exceeds that of Asian, Native Hawaiian and other Pacific Islander workers, producing an equality score of 100 for this indicator, and helping to elevate the Economic Opportunity theme score.

An increasing rate of female business ownership and a lower rate of unemployment among Black Tulsans are also having positive impact on the improving Economic Opportunity theme score.

Marking the sixth consecutive year with at least a tenfold disparity, *Indicator 3: Payday loans and banks by geography* is a prime example of a disparity in opportunity for a group of Tulsans to thrive. Lack of access to traditional financial institutions like banks and credit unions, paired with a profusion of high interest charging predatory lenders magnify the financial hardship of many North Tulsa residents. By contributing to a cycle of poverty and undermining community wealth, dependence on predatory lending can negatively impact entire communities.

Economic opportunity is about the presence or absence of opportunities and barriers that affect an individual’s ability to realize economic security and stability. A multitude of interconnected factors impact an individual’s ability to achieve economic well-being, including many that are beyond the individual’s control. Some of these factors are:

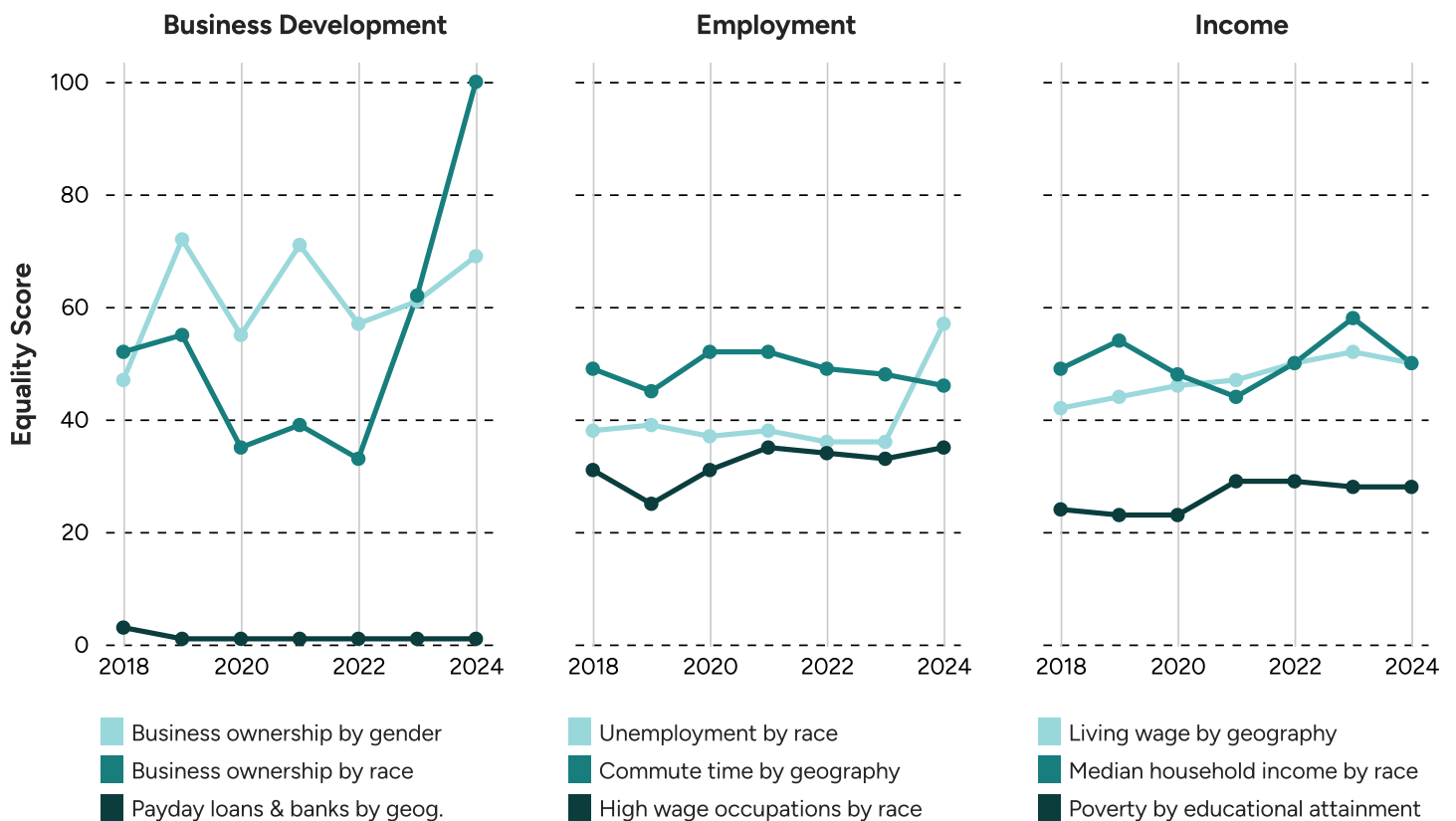
- Availability of jobs paying a living wage;
- Access to non-predatory lending establishments;
- Income and wealth inequality;
- Minimum wage standards;
- Economic status of personal and professional networks.

An equal set of opportunities to succeed economically does not present itself to all people, nor do all people face the same barriers to economic success. Disparities in opportunities and barriers to economic success, along with the resulting disparities in outcomes are explored throughout the indicators of the Economic Opportunity theme.





Economic Opportunity Theme = 48.44/100





ECONOMIC OPPORTUNITY

TOPIC 1: BUSINESS DEVELOPMENT

TOPIC SCORES

2018: 34.00	2019: 42.67	2020: 30.33	2021: 37.00	2022: 30.33	2023: 41.33	2024: 56.67
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+22.67**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 1: Business ownership by gender							
Business ownership: male compared to female workers							
Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	47	72	55	71	57	61	69
Comparison Group A: % of male workers who own businesses	11.5%	10.3%	10.7%	11.6%	13.7%	12.6%	11.3%
Comparison Group B: % of female workers who own businesses	6.3%	8.1%	6.5%	9.0%	8.7%	8.4%	8.5%
Ratio of Comparison Group A to Comparison Group B	1.830	1.276	1.636	1.285	1.576	1.494	1.329
The equality score for this indicator increased by 22 since 2018.							



Male workers own businesses in Tulsa at a rate that is 33% higher than female workers.

Indicator 2: Business ownership by race

Business ownership: Asian, Native Hawaiian & Other Pacific Islander (Asian/NHOPI) compared to Black workers

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	52	55	35	39	33	62	100
<i>Comparison Group A:</i> % of Asian/NHOPI workers who own businesses	10.3%	10.0%	13.1%	13.4%	12.5%	10.6%	7.3%
<i>Comparison Group B:</i> % of Black workers who own businesses	6.0%	6.1%	4.7%	6.1%	4.0%	7.2%	9.9%
Ratio of Comparison Group A to Comparison Group B	1.722	1.636	2.798	2.208	3.104	1.477	0.739

The equality score for this indicator **increased by 48** since 2018.



Black workers own businesses in Tulsa at a rate that exceeds that of Asian, Native Hawaiian & Other Pacific Islander workers.

Indicator 3: Payday loans & banks by geography

Ratio of banks & credit unions to payday lending businesses: South Tulsa compared to North Tulsa

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	3	1	1	1	1	1	1
<i>Comparison Group A:</i> Ratio of banks & credit unions to payday lending businesses in South Tulsa	10.429	12.143	11.429	12.000	15.000	17.500	16.500
<i>Comparison Group B:</i> Ratio of banks & credit unions to payday lending businesses in North Tulsa	1.111	0.889	1.000	1.111	1.125	1.714	1.571
Ratio of Comparison Group A to Comparison Group B	9.387	13.659	11.429	10.801	13.333	10.208	10.500

The equality score for this indicator **decreased by 2** since 2018.



The ratio of banks and credit unions to payday lending businesses is 9 times higher in South Tulsa than in North Tulsa.



ECONOMIC OPPORTUNITY

TOPIC 2: EMPLOYMENT

TOPIC SCORES

2018: 39.33	2019: 36.33	2020: 40.00	2021: 41.67	2022: 39.67	2023: 39.00	2024: 46.00
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+6.67**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 4: Unemployment by race

Unemployment: Black compared to White residents

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	38	39	37	38	36	36	57
Comparison Group A: % of Black residents in civilian labor force who are unemployed	12.6%	12.4%	10.3%	10.5%	14.5%	9.0%	7.9%
Comparison Group B: % of White residents in civilian labor force who are unemployed	5.4%	5.6%	4.0%	4.3%	5.3%	3.3%	5.0%
Ratio of Comparison Group A to Comparison Group B	2.333	2.214	2.575	2.442	2.736	2.727	1.580

The equality score for this indicator **increased by 19** since 2018.



The unemployment rate for Black Tulsans is 58% higher than that for White Tulsans.

Indicator 5: Commute time by geography

Commute time of 30 minutes or more to work: North Tulsa compared to Midtown Tulsa residents

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	49	45	52	52	49	48	46
Comparison Group A: % of North Tulsans with commute time of 30 minutes or more	18.4%	19.0%	18.9%	19.2%	19.2%	19.0%	19.3%
Comparison Group B: % of Midtown Tulsans with commute time of 30 minutes or more	10.4%	10.1%	11.0%	11.1%	10.7%	10.5%	10.4%
Ratio of Comparison Group A to Comparison Group B	1.776	1.887	1.719	1.722	1.800	1.810	1.864

The equality score for this indicator **decreased by 3** since 2018.



The percentage of North Tulsa residents commuting 30 minutes or more to work is 86% higher than the percentage of Midtown Tulsa residents.

Note: For this indicator, commute time to work does not include persons who work from home.

Indicator 6: High wage occupations by race

Employment in high wage occupations: White compared to Hispanic/Latinx workers

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	31	25	31	35	34	33	35
Comparison Group A: % of White workers employed in high wage occupations	30.4%	33.2%	31.2%	33.7%	36.4%	34.9%	36.1%
Comparison Group B: % of Hispanic/Latinx workers employed in high wage occupations	8.9%	7.7%	9.3%	12.0%	11.9%	11.1%	12.7%
Ratio of Comparison Group A to Comparison Group B	3.416	4.312	3.355	2.812	3.045	3.158	2.851

The equality score for this indicator **increased by 4** since 2018.



The percentage of White workers who are employed in high wage occupations is nearly 3 times the percentage of Hispanic/Latinx workers.

Note: For this indicator, high wage occupations include census categories: management, business and financial occupations; computer, engineering and science occupations; legal occupations; health diagnosing and treating practitioners, and other technical occupations.



ECONOMIC OPPORTUNITY

TOPIC 3: INCOME

TOPIC SCORES

2018: 38.33	2019: 40.33	2020: 39.00	2021: 40.00	2022: 43.00	2023: 46.00	2024: 42.67
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+4.34**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 7: Living wage by geography <i>Household income at or above 200% of poverty level: South Tulsa compared to North Tulsa residents</i>							
Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	42	44	46	47	50	52	50
<i>Comparison Group A: % of South Tulsa residents who live in households earning at or above 200% of poverty</i>	72.9%	72.7%	72.9%	73.3%	73.2%	72.4%	71.7%
<i>Comparison Group B: % of North Tulsa residents who live in households earning at or above 200% of poverty</i>	37.0%	37.9%	39.0%	39.9%	41.5%	42.0%	40.8%
Ratio of Comparison Group A to Comparison Group B	1.970	1.918	1.869	1.839	1.763	1.725	1.758
The equality score for this indicator increased by 8 since 2018.							



The percentage of South Tulsans in households earning a living wage is 76% higher than that of North Tulsans.

Note: For this indicator, 200% of poverty is used to represent living wage, which is the wage required to meet a household's basic needs without public or private assistance.

Indicator 8: Median household income by race

Median household income: White compared to Black households

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	49	54	48	44	50	58	50
Comparison Group A: White median household income	\$51,053	\$51,744	\$55,448	\$58,948	\$57,566	\$62,411	\$64,186
Comparison Group B: Black median household income	\$28,399	\$30,902	\$30,463	\$30,864	\$32,701	\$39,779	\$36,474
Ratio of Comparison Group A to Comparison Group B	1.798	1.674	1.820	1.910	1.760	1.569	1.760
The equality score for this indicator increased by 1 since 2018.							



Median household income of White households is 76% greater than that of Black households in Tulsa.

Indicator 9: Poverty by educational attainment

Poverty: adults age 25+ with a high school diploma or less compared to adults age 25+ with a bachelor's degree or higher

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	24	23	23	29	29	28	28
Comparison Group A: % of adults with high school diploma or less with income below federal poverty level	22.9%	23.3%	21.1%	21.9%	22.7%	24.4%	26.0%
Comparison Group B: % of adults with bachelors degree or higher with income below federal poverty level	5.2%	5.0%	4.5%	5.8%	6.1%	6.3%	6.7%
Ratio of Comparison Group A to Comparison Group B	4.404	4.660	4.689	3.764	3.721	3.874	3.898
The equality score for this indicator increased by 4 since 2018.							



The poverty rate of Tulsans with a high school diploma or less is nearly 3 times higher than the rate of those with a bachelor's degree or higher.

THEME 2

EDUCATION



THEME SCORES

2018: 39.00	2019: 39.00	2020: 45.11	2021: 43.11	2022: 48.89	2023: 51.56	2024: 55.11
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+16.11**

The Education theme scored **55.11** in 2024, an improvement of more than 16 points since the 2018 baseline score of 39.00. Scoring the highest of all six themes in the 2024 report, the Education theme’s score improvement is driven largely by scores of 100 for two indicators – *Indicator 11: Chronic absenteeism by race*, and *Indicator 12: Dropping out by income*.

Prior to the pandemic, disparity in chronic absenteeism was shrinking as Native American students’ rate of chronic absenteeism declined and that of Asian students rose. While rates peaked for both student groups at the beginning of the pandemic, the rate for Native American students has declined more steadily, to the point of a reversal in positions of advantage – Native American students now have a chronic absenteeism rate lower than that of Asian students.

The rates of lower income and higher income 12th graders dropping out of school had been gradually inching nearer to one another, ending in equal rates during the first year of the pandemic. Since then, the gradual decline in dropout rate for lower income 12th graders has resumed, while the rate for higher income students has increased, resulting in a reversal in positions of advantage – lower income 12th graders now have a lower dropout rate than do higher income 12th graders.

Weighing on the Education theme score in the opposite direction is *Indicator 17: Graduation by English proficiency*, whose score fell 20 points from the baseline score to 60 in this year’s report. Four-year graduation rates for the comparison groups, non-English Learner students and English Learner students, both plummeted in this year’s report to record low levels since the inception of the Tulsa Equality Indicators.

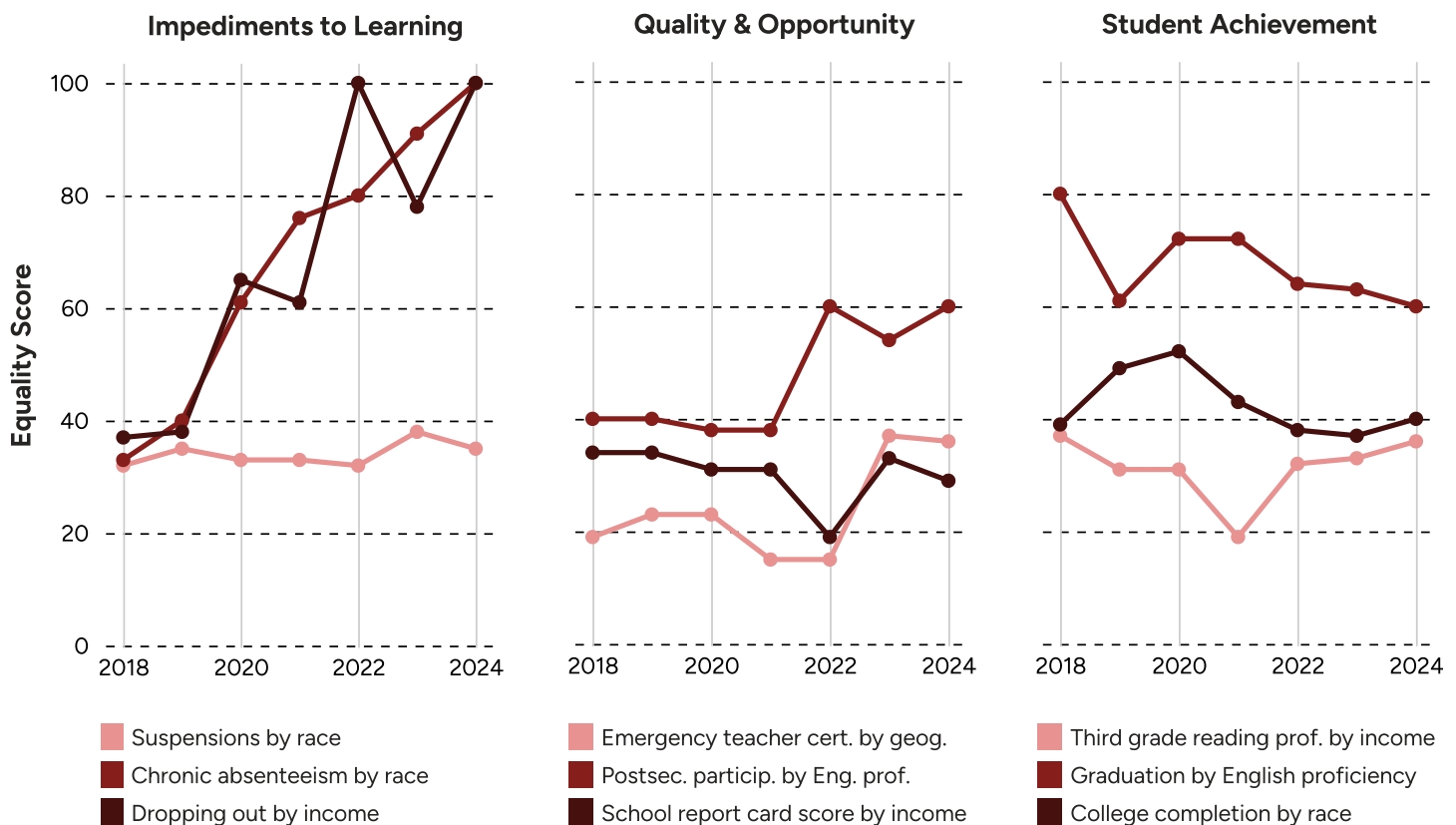
Education outcomes that were negatively impacted by the COVID-19 pandemic continue to be slow to return to pre-pandemic levels. This trend has created critical challenges for districts across the nation, including Tulsa Public Schools, many of which are evident in the underlying data of the Education theme’s indicators.

The indicators in the Education theme explore disparities in barriers and opportunities for educational success and more equitable student outcomes. The focus ranges from elementary through postsecondary education. A solid foundation during the elementary and secondary years is crucial for future academic and career success, and postsecondary education or training is essential for accessing employment opportunities that can leverage an adequate wage for financial security.





Education Theme = 55.11/100



Due to a lack of new data, the following indicators repeat previous years' data: Emergency Teacher Certification by Geography (2020, 2022), Post Secondary Opportunities Participation by English Proficiency (2019, 2021), School Report Card Score by Income (2019, 2021) and Graduation by English Proficiency (2021).

EDUCATION
TOPIC 1: IMPEDIMENTS TO LEARNING



TOPIC SCORES

2018: 34.00	2019: 37.67	2020: 53.00	2021: 56.67	2022: 70.67	2023: 69.00	2024: 78.33
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+44.33**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 10: Suspensions by race

School suspensions: Black compared to Hispanic/Latinx Tulsa Public Schools (TPS) students

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	32	35	33	33	32	38	35
Comparison Group A: % of Black TPS students who have been suspended	14.9%	13.7%	13.4%	12.2%	3.8%	18.4%	17.4%
Comparison Group B: % of Hispanic/Latinx TPS students who have been suspended	4.6%	4.9%	4.3%	3.9%	1.1%	7.9%	6.3%
Ratio of Comparison Group A to Comparison Group B	3.239	2.796	3.116	3.132	3.281	2.325	2.774

The equality score for this indicator **increased by 3** since 2018.



The suspension rate of Black TPS students is more than 2½ times the rate of Hispanic/Latinx TPS students.

Indicator 11: Chronic absenteeism by race

Missing 10% or more of school days per school year: Native American compared to Asian Tulsa Public Schools (TPS) students

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	33	40	61	76	80	91	100
Comparison Group A: % of Native American TPS students who are chronically absent	31.7%	28.9%	25.5%	57.3%	52.1%	48.7%	44.2%
Comparison Group B: % of Asian TPS students who are chronically absent	10.3%	14.4%	17.2%	47.8%	46.6%	46.6%	45.5%
Ratio of Comparison Group A to Comparison Group B	3.078	2.010	1.485	1.199	1.119	1.045	0.971

The equality score for this indicator **increased by 67** since 2018.



The chronic absenteeism rate of Native American TPS students is slightly lower than that of Asian TPS students.

Indicator 12: Dropping out by income

Dropping out of school: lower income compared to higher income Tulsa Public Schools (TPS) 12th grade students

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	37	38	65	61	100	78	100
Comparison Group A: % of lower income TPS 12th graders who drop out of school	18.7%	16.7%	15.6%	16.9%	4.9%	16.6%	13.1%
Comparison Group B: % of higher income TPS 12th graders who drop out of school	7.5%	7.1%	11.1%	11.3%	4.9%	14.5%	14.7%
Ratio of Comparison Group A to Comparison Group B	2.493	2.352	1.405	1.489	0.999	1.144	0.893

The equality score for this indicator **increased by 63** since 2018.



The dropout rate of lower income TPS 12th graders is slightly lower than that of higher income TPS 12th graders.

Note: Lower income students refers to those qualifying for the free and reduced lunch program based on household income below 185% of federal poverty level. Higher income students refers to those who do not qualify.

EDUCATION
TOPIC 2: QUALITY AND OPPORTUNITY



TOPIC SCORES

2018: 31.00	2019: 32.33	2020: 30.67	2021: 28.00	2022: 31.33	2023: 41.33	2024: 41.67
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+10.67**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 13: Emergency teacher certification by geography

Employment of teachers with emergency teacher certifications: Tulsa Public Schools (TPS) compared to other Tulsa County school districts

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	19	23	23	15	15	37	36
Comparison Group A: Number of emergency certified teachers employed by TPS per 1,000 teachers	48.000	110.564	110.564	168.448	168.448	159.715	210.892
Comparison Group B: Number of emergency certified teachers employed by other Tulsa Co. districts per 1,000 teachers	9.100	24.030	24.030	26.119	26.119	63.065	80.755
Ratio of Comparison Group A to Comparison Group B	5.275	4.601	4.601	6.449	6.449	2.533	2.612

The equality score for this indicator **increased by 17** since 2018.



The rate of emergency certified teachers employed by Tulsa Public Schools as a share of all teachers employed by the district is about 2½ times that of other districts in the county.

Note: The 13 other public school districts in Tulsa County include: Berryhill, Bixby, Broken Arrow, Collinsville, Glenpool, Jenks, Keystone, Liberty, Owasso, Sand Springs, Skiatook, Sperry, and Union.

Indicator 14: Postsecondary opportunities participation by English proficiency

Participation in postsecondary opportunities: non-English Learner compared to English Learner Tulsa Public Schools (TPS) juniors and seniors

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	40	40	38	38	60	54	60
Comparison Group A: % of non-English Learner TPS juniors & seniors who complete a postsecondary opportunity	57.4%	57.4%	53.5%	53.5%	57.1%	55.7%	52.2%
Comparison Group B: % of English Learner TPS juniors & seniors who complete a postsecondary opportunity	28.4%	28.4%	23.1%	23.1%	37.8%	33.6%	34.7%
Ratio of Comparison Group A to Comparison Group B	2.021	2.021	2.316	2.316	1.511	1.658	1.504

The equality score for this indicator **increased by 20** since 2018.



The percentage of TPS Non-English Learner students who participate and complete a postsecondary opportunity is 50% higher than TPS English Learner students.

Note: Postsecondary opportunities participation is the successful completion of an approved college or career-readiness program, which include: advanced placement or international baccalaureate (AP/IB) coursework, concurrent or dual enrollment, internships, and CareerTech coursework leading to industry certification.

Indicator 15: School report card score by income

Average School Report Card scores: higher income compared to lower income Tulsa Public Schools (TPS) schools

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	34	34	31	31	19	33	29
Comparison Group A: Average School Report Card score for higher income TPS schools	60	60	59	59	58	52	62
Comparison Group B: Average School Report Card score for lower income TPS schools	20	20	17	17	11	16	17
Ratio of Comparison Group A to Comparison Group B	3.000	3.000	3.471	3.471	5.257	3.191	3.724

The equality score for this indicator **decreased by 5** since 2018.



Higher income TPS schools receive School Report Card scores that are more than 3½ times the scores of lower income TPS schools.

Note: Oklahoma's "School Report Card" assesses school performance across multiple indicators, including academic achievement and growth, chronic absenteeism, progress in English language proficiency, postsecondary opportunities, and graduation. Higher income schools for this indicator refer to those with less than 60% of students qualifying for free and reduced lunch, and lower income schools refer to those with at least 90% of students qualifying.

EDUCATION
TOPIC 3: STUDENT ACHIEVEMENT



TOPIC SCORES

2018: 52.00	2019: 47.00	2020: 51.67	2021: 44.67	2022: 44.67	2023: 44.33	2024: 45.33
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **-6.67**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 16: Third grade reading proficiency by income <i>Third grade reading/language arts proficiency: higher income compared to lower income Tulsa Public Schools (TPS) third graders</i>							
Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	37	31	31	19	32	33	36
Comparison Group A: % of higher income TPS 3rd graders who score proficient or above on reading/language arts test	35.1%	39.9%	49.0%	21.8%	22.7%	24.8%	59.3%
Comparison Group B: % of lower income TPS 3rd graders who score proficient or above on reading/language arts test	14.3%	11.7%	14.4%	4.0%	6.9%	7.9%	22.0%
Ratio of Comparison Group A to Comparison Group B	2.455	3.410	3.403	5.498	3.273	3.120	2.701
The equality score for this indicator decreased by 1 since 2018.							



The percentage of higher income TPS students scoring proficient or advanced on the 3rd grade reading test is more than 2½ times the percentage of lower income TPS students.

Note: Lower income students refers to those qualifying for the free and reduced lunch program based on household income below 185% of federal poverty level. Higher income students refers to those who do not qualify.

Indicator 17: Graduation by English proficiency

Four-year graduation: non-English Learner compared to English Learner Tulsa Public Schools (TPS) students

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	80	61	72	72	64	63	60
Comparison Group A: % of non-English Learner TPS high school students who graduate in 4 years	78.7%	79.1%	80.1%	80.1%	74.6%	73.7%	52.2%
Comparison Group B: % of English Learner TPS high school students who graduate in 4 years	71.1%	53.0%	63.5%	63.5%	52.1%	51.1%	34.7%
Ratio of Comparison Group A to Comparison Group B	1.107	1.492	1.261	1.261	1.432	1.442	1.504

The equality score for this indicator **decreased by 20** since 2018.



The high school graduation rate of TPS non-English Learners is 50% higher than that of English Learners.

Note: Due to new data availability, comparison group A has been changed from "all TPS students" used in previous report years to "non-English Learner students," allowing distinct groups for comparison. Past report years' data have been updated to reflect the new group.

Indicator 18: College completion by race

College entry without earning a degree: Black compared to Hispanic/Latinx adults age 25+

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	39	49	52	43	38	37	40
Comparison Group A: % of Black adults who start college but do not earn a degree	28.6%	28.5%	27.7%	26.2%	27.1%	27.4%	27.0%
Comparison Group B: % of Hispanic/Latinx adults who start college but do not earn a degree	13.0%	15.9%	16.2%	13.6%	11.5%	10.6%	13.2%
Ratio of Comparison Group A to Comparison Group B	2.200	1.792	1.710	1.930	2.347	2.574	2.044

The equality score for this indicator **increased by 1** since 2018.



Black Tulsans begin college but do not graduate with a degree at a rate that is twice the rate of Hispanic/Latinx Tulsans.



THEME 3

HOUSING

THEME SCORES

2018: 41.33	2019: 41.33	2020: 41.44	2021: 40.78	2022: 45.44	2023: 43.33	2024: 45.11
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+3.78**

The Housing theme received a score of **45.11** in 2024, an increase of nearly four points from the baseline score of 41.33 in 2018. Several key indicators have had a substantial positive impact on the improved Housing theme score, while one indicator has had the opposite effect.

With housing complaints increasing from South Tulsa and decreasing from North Tulsa per capita since 2018, the equality score for *Indicator 27: Housing complaints by geography* has reflected equality or near equality for the past three report years.

Although the share of both lower income and higher income Tulsans that are rent-burdened has increased, rent burden has increased more rapidly among higher income Tulsa renters, triggering a 17-point score improvement since 2018 for *Indicator 25: Rent burden by income*.

While rates of homelessness have declined for both veterans and non-veterans since 2018, the latest counts reveal that veterans are now less likely than non-veterans to experience homelessness, producing a score of 100 for *Indicator 23: Homelessness by veteran status*.

The equality score for another indicator related to homelessness, *Indicator 24: Homelessness by disability status*, has decreased since 2018, reflecting growing disparity in this measure. While the rate of homelessness among adults with disabilities has increased, the rate among adults without disabilities has declined.

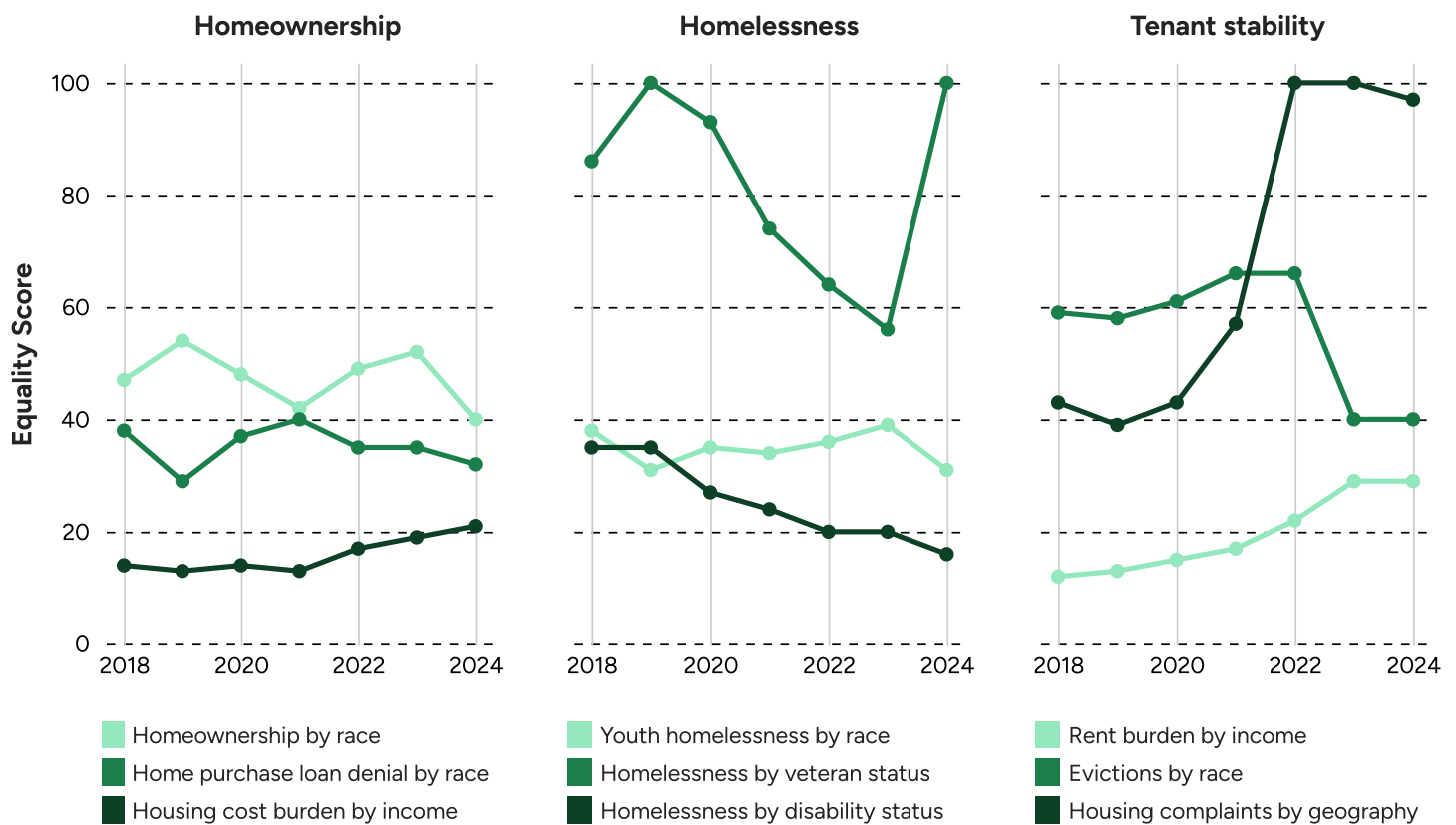
All across the nation, cities continue to face a serious crisis of a lack of affordable housing. The problem directly affects both homeowners and renters, who may struggle with meeting other basic needs such as food, health care, educational opportunities, child care, and transportation. This impacts whole communities. The limited ability of people to spend money on other consumer goods and services impacts job growth and economic development across all sectors of the local economy.

The indicators in this theme consider housing from three perspectives: those who own a home, those who rent, and those who are unhoused. Shelter is a basic human need, without which other concerns cannot be effectively addressed. Once in stable housing, an individual has greater capacity to pursue education or employment, to work towards better health, or in the case of homeownership to increase wealth.





Housing Theme = 45.11/100



Due to a lack of new data, the following indicator repeats previous years' data: Evictions by Race (2022, 2024).



HOUSING

TOPIC 1: HOMEOWNERSHIP

TOPIC SCORES

2018: 33.00	2019: 32.00	2020: 33.00	2021: 31.67	2022: 33.67	2023: 35.33	2024: 31.00
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **-2.00**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 19: Homeownership by race

Homeownership: White compared to Black householders

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	47	54	48	42	49	52	40
Comparison Group A: % of White householders who own their home	58.1%	58.2%	57.9%	60.6%	58.8%	57.8%	58.2%
Comparison Group B: % of Black householders who own their home	31.6%	34.8%	32.0%	30.9%	32.7%	33.6%	27.9%
Ratio of Comparison Group A to Comparison Group B	1.839	1.672	1.809	1.961	1.798	1.721	2.087

The equality score for this indicator **decreased by 7** since 2018.



The percentage of White Tulsans who own their home is double that of Black Tulsans.

Indicator 20: Home purchase loan denial by race

Home purchase loan denials: Native American compared to Asian applicants

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	38	29	37	40	35	35	32
Comparison Group A: % of Native American home loan applicants who are denied loan	27.3%	26.4%	23.4%	17.9%	17.0%	23.4%	25.0%
Comparison Group B: % of Asian home loan applicants who are denied loan	11.2%	7.2%	9.4%	8.6%	6.1%	8.2%	7.5%
Ratio of Comparison Group A to Comparison Group B	2.438	3.667	2.489	2.084	2.794	2.854	3.328

The equality score for this indicator **decreased by 6** since 2018.



Native American applicants are denied a home loan at a rate that is more than 3 times the rate of Asian applicants.

Indicator 21: Housing cost burden by income

Spending more than 30% of income on housing costs: lower income compared to higher income homeowner households

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	14	13	14	13	17	19	21
Comparison Group A: % of lower income homeowner households that are housing cost burdened	55.5%	59.3%	58.7%	57.0%	62.3%	65.0%	62.7%
Comparison Group B: % of higher income homeowner households that are housing cost burdened	8.4%	8.7%	8.7%	8.2%	10.4%	12.0%	12.8%
Ratio of Comparison Group A to Comparison Group B	6.607	6.816	6.747	6.922	5.977	5.420	4.905

The equality score for this indicator **increased by 7** since 2018.



Lower income homeowners experience housing cost burden at a rate that is nearly 5 times the rate of higher income homeowners.

Note: The accepted federal standard for housing affordability states that no more than 30% of a household's gross income should be spent on housing and utilities expenses. Homeowners are classified as low-income for this indicator when their annual household income is less than \$35,000, and higher-income when their household income is equal to or greater than \$35,000.



HOUSING
TOPIC 2: HOMELESSNESS

TOPIC SCORES

2018: 53.00	2019: 55.33	2020: 51.67	2021: 44.00	2022: 40.00	2023: 38.33	2024: 49.00
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **-4.00**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 22: Youth homelessness by race <i>Homelessness: Native American compared to White youths age 13 to 24</i>							
Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	38	31	35	34	36	39	31
Comparison Group A: Number of Native American youths experiencing homelessness per 1,000 Native American youths	24.900	33.380	24.351	20.685	22.037	17.021	30.114
Comparison Group B: Number of White youths experiencing homelessness per 1,000 White youths	10.406	9.951	8.497	6.866	8.298	7.876	8.893
Ratio of Comparison Group A to Comparison Group B	2.393	3.355	2.866	3.013	2.656	2.161	3.386
The equality score for this indicator decreased by 7 since 2018.							



Native American youths experience homelessness at a rate that is more than 3 times the rate of White youths.

Note: Counts of individuals experiencing homelessness in the table above include only those who received Emergency Shelter or Transitional Housing. Others who may have only used a day shelter, were served by street outreach, or received no services are not included in these counts.

Indicator 23: Homelessness by veteran status

Homelessness: veterans compared to non-veterans

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	86	100	93	74	64	56	100
Comparison Group A: Number of veterans experiencing homelessness per 1,000 veterans	17.867	16.360	16.040	15.271	17.619	19.805	13.660
Comparison Group B: Number of non-veterans experiencing homelessness per 1,000 non-veterans	16.673	16.825	15.468	12.447	12.260	12.315	14.618
Ratio of Comparison Group A to Comparison Group B	1.072	0.972	1.037	1.227	1.437	1.608	0.934

The equality score for this indicator **increased by 14** since 2018.



Veterans experience homelessness at a rate that is slightly lower than non-veterans.

Note: Counts of individuals experiencing homelessness in the table above include only those who received Emergency Shelter or Transitional Housing. Others who may have only used a day shelter, were served by street outreach, or received no services are not included in these counts.

Indicator 24: Homelessness by disability status

Homelessness: adults with a disability compared to adults without a disability

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	35	35	27	24	20	20	16
Comparison Group A: Number of adults with disabilities experiencing homelessness per 1,000 adults with disabilities	30.426	30.393	37.421	32.117	38.911	39.479	40.433
Comparison Group B: Number of adults without disabilities experiencing homelessness per 1,000 adults without disabilities	10.524	10.703	9.300	7.278	7.509	7.844	6.670
Ratio of Comparison Group A to Comparison Group B	2.891	2.840	4.024	4.413	5.182	5.033	6.062

The equality score for this indicator **decreased by 19** since 2018.



Adults with disabilities experience homelessness at a rate that is 6 times the rate of adults with no disabilities.

Note: Counts of individuals experiencing homelessness in the table above include only those who received Emergency Shelter or Transitional Housing. Others who may have only used a day shelter, were served by street outreach, or received no services are not included in these counts.



HOUSING
TOPIC 3: TENANT STABILITY

TOPIC SCORES

2018: 38.00	2019: 36.67	2020: 39.67	2021: 46.67	2022: 62.67	2023: 56.33	2024: 55.33
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+17.33**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 25: Rent burden by income
Spending more than 30% of income on rent housing costs: lower income compared to higher income renter households

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	12	13	15	17	22	29	29
<i>Comparison Group A: % of lower income renter households that are rent burdened</i>	79.1%	79.9%	82.0%	83.2%	85.6%	88.1%	88.5%
<i>Comparison Group B: % of higher income renter households that are rent burdened</i>	11.3%	11.6%	12.8%	14.2%	17.8%	23.9%	23.9%
Ratio of Comparison Group A to Comparison Group B	7.000	6.888	6.406	5.879	4.817	3.685	3.709

The equality score for this indicator **increased by 17** since 2018.



Lower income renters experience rent burden at a rate that is more than 3½ times that of higher income renters.

Note: The accepted federal standard for housing affordability states that no more than 30% of a household's gross income should be spent on rent and utilities expenses. Renters are classified as low-income for this indicator when their annual household income is less than \$35,000, and higher-income when their household income is equal to or greater than \$35,000.

Indicator 26: Evictions by race

Evictions: renter households in majority non-white compared to majority white neighborhoods

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	59	58	61	66	66	40	40
<i>Comparison Group A:</i> % of renter households in majority non-White census tracts that are evicted	8.9%	9.5%	8.8%	3.9%	3.9%	8.2%	8.2%
<i>Comparison Group B:</i> % of renter households in majority White census tracts that are evicted	5.8%	6.1%	5.9%	2.8%	2.8%	4.0%	4.0%
Ratio of Comparison Group A to Comparison Group B	1.534	1.557	1.496	1.384	1.384	2.041	2.041

The equality score for this indicator **decreased by 19** since 2018.



The eviction rate of majority non-White neighborhoods is twice the rate of majority White neighborhoods.

Note: Census tracts that are more than 50% White are considered majority White, and those that are less than 50% White are considered majority non-White.

Indicator 27: Housing complaints by geography

Housing complaints: North Tulsa compared to South Tulsa residents

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	43	39	43	57	100	100	97
<i>Comparison Group A:</i> Number of housing complaints from North Tulsa residents per 1,000 North Tulsa residents	3.045	2.633	3.634	1.474	0.953	1.004	2.729
<i>Comparison Group B:</i> Number of housing complaints from South Tulsa residents per 1,000 South Tulsa residents	1.562	1.153	1.875	0.926	1.051	1.648	2.685
Ratio of Comparison Group A to Comparison Group B	1.949	2.284	1.938	1.592	0.907	0.610	1.016

The equality score for this indicator **increased by 54** since 2018.



Housing complaints come from North Tulsa at a rate almost equal to that of South Tulsa.



THEME 4

JUSTICE

THEME SCORES

2018: 38.44	2019: 36.78	2020: 34.78	2021: 34.44	2022: 33.89	2023: 33.56	2024: 30.44
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **-8.00**

With the lowest equality score of all six themes in 2024, and the only theme to have a 2024 score that is lower than the first year of Tulsa Equality Indicators, the Justice theme score of **30.44** fell eight points from the baseline score of 38.44 in 2018. Seven of the nine indicators in this theme exhibited decreased scores in this year’s report.

One of the lowest scoring indicators across all themes, *Indicator 33: Officer use of force by subject race* dropped 18 points since 2018 for a score of 2 this year. While the rate of officer use of force towards Black Tulsans has increased to a new high level after a period of reductions, use of force towards Hispanic/Latinx Tulsans has declined overall since 2018.

Falling by 29 points since 2018, the score for *Indicator 34: Child abuse and neglect by comparison to national average* reflects an overall increase in the rate of substantiated cases of child abuse and neglect in Tulsa County and a decrease in the national average since 2018.

Some positive momentum toward greater equality is seen in *Indicator 31: Tulsa Police Department workforce by race*. A six-point score increase since 2018 reflects a modest reduction in employment of White officers and a modest increase in employment of Hispanic/Latinx officers.

Several research studies have found that people of color across the United States frequently experience disproportionate levels of policing, stops, searches, issuing of citations, uses of force, convictions, sentencing severity, uses of alternatives to incarceration, arrests for failure to pay fines and fees, and youth sentenced as adults, that do not align with higher levels or severity of crime committed. Many sources further suggest systemic racism and implicit bias throughout the entire criminal justice system significantly contribute to these disproportionate levels.*

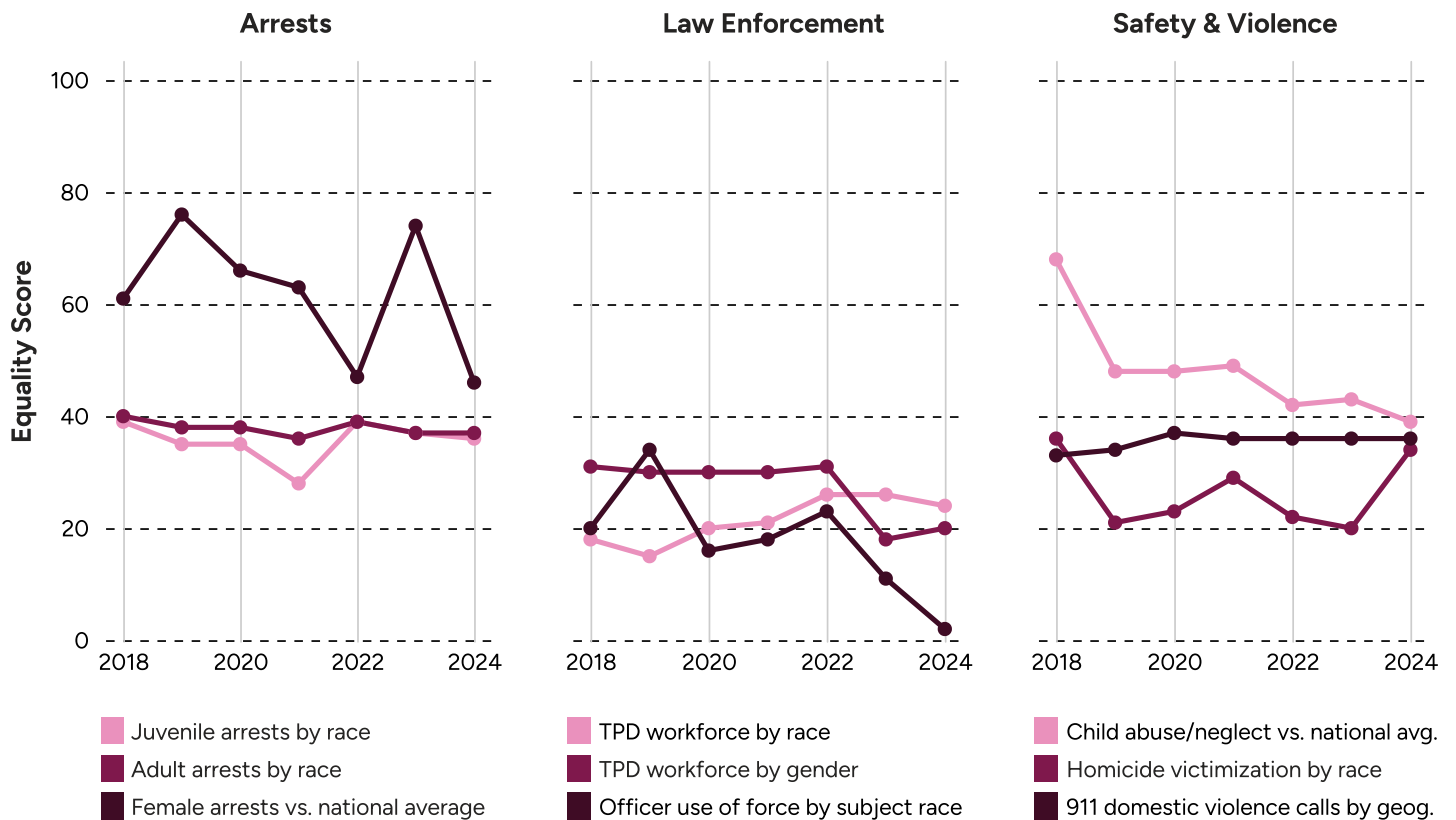
The Justice theme explores disparities in arrests, law enforcement workforce, officer use of force, and violence. Using data to better understand issues in policing, safety, and violence enables city and law enforcement leaders to work collaboratively with the public to objectively examine trends and patterns to help identify root causes and develop strategies to reduce disparities.

Note on calculating scores for indicators related to arrests and police use of force: As in previous Equality Indicators reports, Black and White populations were selected as comparison groups for indicators 28 and 29 based on community feedback and to reflect contemporary discourse around the disparity in arrest rates by race. The method used in this report for Indicator 33, “Officer use of force by subject race,” calculates the police use of force rate by race as the number of incidents per the population count for each race. The Tulsa Police Department calculates the rate using an alternative method, framing the use of force rate as the number of incidents per the arrest count for each race.





Justice Theme = 30.44/100





JUSTICE
TOPIC 1: ARRESTS

TOPIC SCORES

2018: 46.67	2019: 49.67	2020: 46.33	2021: 42.33	2022: 41.67	2023: 49.33	2024: 39.67
----------------	----------------	----------------	----------------	----------------	----------------	----------------

Change Score 2018 to 2024: **-7.00**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 28: Juvenile arrests by race Arrests: Black compared to White youths under 18							
Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	39	35	35	28	39	37	36
Comparison Group A: Number of arrests of Black youths per 1,000 Black youths	26.721	26.174	21.583	25.535	17.562	12.489	25.839
Comparison Group B: Number of arrests of White youths per 1,000 White youths	11.975	9.198	7.809	6.533	7.777	4.991	9.414
Ratio of Comparison Group A to Comparison Group B	2.231	2.845	2.764	3.908	2.258	2.502	2.745
The equality score for this indicator decreased by 3 since 2018.							



Black youths are arrested at a rate that is more than 2½ times the rate of White youths.

Note: As in previous Equality Indicators reports, the comparison of Blacks to Whites was intentionally selected to reflect the contemporary discourse surrounding this specific indicator.

Indicator 29: Adult arrests by race

Arrests: Black compared to White adults

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	40	38	38	36	39	37	37
Comparison Group A: Number of arrests of Black adults per 1,000 Black adults	89.227	83.740	88.801	108.944	92.356	69.353	111.143
Comparison Group B: Number of arrests of White adults per 1,000 White adults	42.895	36.068	37.810	40.612	40.573	26.971	45.315
Ratio of Comparison Group A to Comparison Group B	2.080	2.322	2.349	2.683	2.276	2.571	2.453

The equality score for this indicator **decreased by 3** since 2018.



Black adults are arrested at a rate that is nearly 2½ times the rate of White adults.

Note: As in previous Equality Indicators reports, the comparison of Blacks to Whites was intentionally selected to reflect the contemporary discourse surrounding this specific indicator.

Indicator 30: Female arrests by comparison to national average

Arrests: females in Tulsa compared to national average

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	61	76	66	63	47	74	46
Comparison Group A: Number of arrests of females in Tulsa per 1,000 Tulsa females	21.972	18.358	19.727	20.148	17.325	12.131	20.241
Comparison Group B: National average number of arrests of females per 1,000 females	14.651	15.326	14.133	13.812	9.431	9.926	10.870
Ratio of Comparison Group A to Comparison Group B	1.500	1.198	1.396	1.459	1.837	1.222	1.862

The equality score for this indicator **decreased by 15** since 2018.



Females are arrested in Tulsa at a rate that is almost double that of females nationwide.



JUSTICE
TOPIC 2: LAW ENFORCEMENT

TOPIC SCORES

2018: 23.00	2019: 26.33	2020: 22.00	2021: 23.00	2022: 26.67	2023: 18.33	2024: 15.33
----------------	----------------	----------------	----------------	----------------	----------------	----------------

Change Score 2018 to 2024: **-7.67**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 31: TPD workforce by race

Tulsa Police Department (TPD) workforce: White compared to Hispanic/Latinx employees

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	18	15	20	21	26	26	24
Comparison Group A: Number of White TPD employees per 1,000 White residents	3.096	3.223	3.295	3.557	3.406	3.456	2.811
Comparison Group B: Number of Hispanic/Latinx TPD employees per 1,000 Hispanic/Latinx residents	0.542	0.516	0.650	0.712	0.826	0.826	0.633
Ratio of Comparison Group A to Comparison Group B	5.712	6.250	5.071	4.997	4.125	4.184	4.441

The equality score for this indicator **increased by 6** since 2018.



Tulsa Police Department employs about 4½ times as many White Tulsans as Hispanic/Latinx Tulsans per capita.

Indicator 32: TPD workforce by gender

Tulsa Police Department (TPD) workforce: male compared to female employees

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	31	30	30	30	31	18	20
<i>Comparison Group A:</i> Number of male TPD employees per 1,000 male residents	3.499	3.673	3.755	4.131	3.906	4.194	3.307
<i>Comparison Group B:</i> Number of female TPD employees per 1,000 female residents	1.044	1.013	1.047	1.155	1.156	0.761	0.643
Ratio of Comparison Group A to Comparison Group B	3.350	3.627	3.586	3.575	3.380	5.508	5.142

The equality score for this indicator **decreased by 11** since 2018.



Tulsa Police Department employs 5 times more males than females per capita.

Indicator 33: Officer use of force by subject race

Subject of officer use of force: Black compared to Hispanic/Latinx individuals

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	20	34	16	18	23	11	2
<i>Comparison Group A:</i> Number of Black subjects of officer use of force per 1,000 Black residents	2.555	2.413	1.651	1.833	1.579	2.366	3.207
<i>Comparison Group B:</i> Number of Hispanic/Latinx subjects of officer use of force per 1,000 Hispanic/Latinx residents	0.508	0.796	0.269	0.319	0.342	0.322	0.334
Ratio of Comparison Group A to Comparison Group B	5.030	3.031	6.138	5.746	4.618	7.353	9.589

The equality score for this indicator **decreased by 18** since 2018.



Black Tulsans experience officer use of force at a rate that is more than 9½ times the rate of Hispanic/Latinx Tulsans.

Note: Rate of officer use of force in this report is calculated by using the total population of each comparison group as the denominator. The Tulsa Police Department calculates the measure through an alternative method, using number of arrests for each comparison group as the denominator.



JUSTICE
TOPIC 3: SAFETY AND VIOLENCE

TOPIC SCORES

2018: 45.67	2019: 34.33	2020: 36.00	2021: 38.00	2022: 33.33	2023: 33.00	2024: 36.33
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **-9.34**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 34: Child abuse and neglect by comparison to national average

Substantiated reports of child abuse and neglect: Tulsa County compared to national average

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	68	48	48	49	42	43	39
Comparison Group A: Number of substantiated reports of child abuse & neglect in Tulsa County per 1,000 children under 18	12.400	16.400	16.600	16.400	17.400	15.707	15.971
Comparison Group B: National average number of substantiated reports of child abuse & neglect per 1,000 children under 18	9.200	9.100	9.100	9.200	8.900	8.100	7.400
Ratio of Comparison Group A to Comparison Group B	1.348	1.802	1.824	1.783	1.955	1.939	2.158

The equality score for this indicator **decreased by 29** since 2018.



The child abuse and neglect rate in Tulsa County is more than twice the national average.

Indicator 35: Homicide victimization by race

Homicide victimization: Black compared to White victims

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	36	21	23	29	22	20	34
Comparison Group A: Number of Black homicide victims per 1,000 Black residents	0.514	0.692	0.524	0.536	0.615	0.636	0.456
Comparison Group B: Number of White homicide victims per 1,000 White residents	0.190	0.139	0.113	0.142	0.129	0.123	0.153
Ratio of Comparison Group A to Comparison Group B	2.705	4.969	4.637	3.775	4.765	5.185	2.980

The equality score for this indicator **decreased by 2** since 2018.



Black Tulsans are victims of homicide at a rate that is 3 times the rate of White Tulsans.

Note: As in previous Equality Indicators reports, the comparison of Blacks to Whites was intentionally selected to reflect the contemporary discourse surrounding this specific indicator.

Indicator 36: 911 domestic violence calls by geography

Domestic violence related 911 calls: North Tulsa compared to South Tulsa

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	33	34	37	36	36	36	36
Comparison Group A: Number of domestic violence calls to 911 from North Tulsa per 1,000 North Tulsa residents	89.779	81.100	94.598	82.381	77.858	70.817	67.365
Comparison Group B: Number of domestic violence calls to 911 from South Tulsa per 1,000 South Tulsa residents	29.333	27.108	36.583	30.594	29.198	26.840	25.357
Ratio of Comparison Group A to Comparison Group B	3.061	2.992	2.586	2.693	2.667	2.638	2.657

The equality score for this indicator **increased by 3** since 2018.



Domestic violence calls to 911 originate from North Tulsa at a rate that is 2½ times the rate from South Tulsa per capita.



THEME 5

PUBLIC HEALTH

THEME SCORES

2018: 39.89	2019: 43.78	2020: 43.78	2021: 45.56	2022: 44.89	2023: 45.56	2024: 41.11
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+1.22**

Aside from slightly exceeding the 2018 baseline score, at **41.11**, the 2024 Public Health theme score is lower than every other prior report year for this theme. A score of 100 for one indicator was offset by substantial declines in the scores of two others.

For the fourth year in a row, *Indicator 39: Veterans Affairs appointment wait time by comparison to national average* scored a 100 as a lesser share of Tulsa area veterans waited an excessive period of time for appointments at local VA clinics than the national average.

At the other end of the scale, we find that the score for *Indicator 40: Infant mortality by race* has plummeted 29 points from the baseline to a score of 2. Data in this year's report indicate that Black infants were lost at the highest rate recorded during the seven years of the Tulsa Equality Indicators project, while White infants experienced the lowest rate over the period, producing a nearly tenfold disparity.

Disparity has also increased for *Indicator 41: Life expectancy by geography*, reflected in a 13-point decline since 2018. While average life expectancy past retirement age has declined for both South Tulsa and North Tulsa residents, the decline has been steeper for North Tulsans, prompting the lowest equality score for this indicator in the seven years of analysis.

Disparities in access to fresh food continue to plague Tulsa as evidenced by the massive differences in rates of North and South Tulsa households living in food deserts in *Indicator 43: Food deserts by geography*.

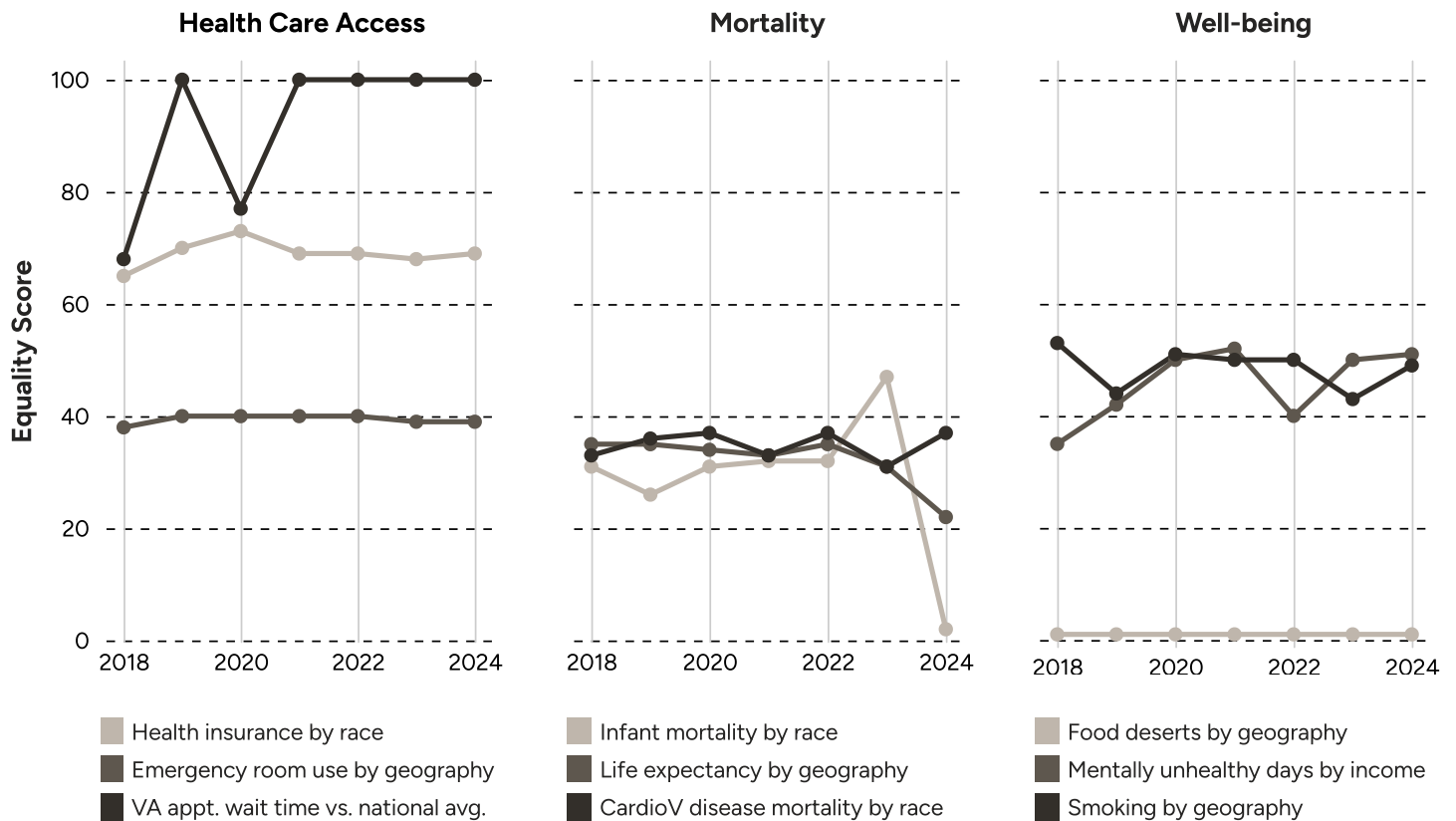
Health is a product of interrelated individual and systemic or structural factors, including genetic predispositions, community and environment, policies and practices of health care systems, and quality of health care. Those factors and many others are referred to as social determinants of health (SDOH) – the social, economic and physical characteristics defining the communities in which people live, work, and play. Varying experiences with SDOH can produce disparate health outcomes among different groups of people.

The Public Health theme explores disparities in a wide range of health arenas, including access to health care, personal behaviors impacting health, social determinants of health, mental health, and mortality.





Public Health Theme = 41.11/100



Due to a lack of new data, the following indicators repeat previous years' data: Emergency Room Use by Geography (2020, 2021, 2022), Veterans Affairs Appointment Wait Time by Comparison to National Average (2022) and Food Deserts by Geography (2019).



PUBLIC HEALTH
TOPIC 1: HEALTH CARE ACCESS

TOPIC SCORES

2018: 57.00	2019: 70.00	2020: 63.33	2021: 69.67	2022: 69.67	2023: 69.00	2024: 69.33
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+12.33**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 37: Health insurance by race

Health insurance coverage: White compared to Hispanic/Latinx residents

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	65	70	73	69	69	68	69
Comparison Group A: % of White residents with health insurance coverage	89.7%	89.7%	89.5%	89.3%	88.4%	91.0%	90.9%
Comparison Group B: % of Hispanic/Latinx residents with health insurance coverage	63.9%	68.8%	71.7%	67.5%	66.2%	67.2%	68.7%
Ratio of Comparison Group A to Comparison Group B	1.404	1.304	1.248	1.323	1.335	1.354	1.323

The equality score for this indicator **increased by 4** since 2018.



The percentage of White Tulsans with health insurance is 32% higher than Hispanic/Latinx Tulsans.

Indicator 38: Emergency room use by geography

Emergency room (ER) visits: North Tulsa compared to South Tulsa residents

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	38	40	40	40	40	39	39
<i>Comparison Group A:</i> Number of ER visits by North Tulsa residents per 1,000 North Tulsa residents	672.954	474.655	474.655	474.655	474.655	565.759	556.667
<i>Comparison Group B:</i> Number of ER visits by South Tulsa residents per 1,000 South Tulsa residents	287.183	233.526	233.526	233.526	233.526	254.349	258.482
Ratio of Comparison Group A to Comparison Group B	2.343	2.033	2.033	2.033	2.033	2.224	2.154
The equality score for this indicator increased by 1 since 2018.							



North Tulsa residents use the ER at more than twice the rate of South Tulsa residents.

Indicator 39: Veterans Affairs appointment wait time by comparison to national average

Veterans waiting extended period for appointment: Tulsa VA clinics compared to national average

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	68	100	77	100	100	100	100
<i>Comparison Group A:</i> % of veterans waiting extended period for appointment at Tulsa VA clinics	5.0%	3.1%	5.5%	4.4%	4.4%	4.4%	9.8%
<i>Comparison Group B:</i> National average % of veterans waiting extended period for appointment at VA clinics	3.7%	5.0%	4.7%	6.4%	6.4%	4.9%	10.2%
Ratio of Comparison Group A to Comparison Group B	1.351	0.619	1.170	0.686	0.686	0.902	0.959
The equality score for this indicator increased by 32 since 2018.							



The percentage of veterans waiting an extended period of time for an appointment at Tulsa's VA clinics is slightly lower than the national average.

Note: Due to changes in quality standards regarding VA clinic wait time, for the 2024 report, extended period of time refers to a wait time of more than 20 days for primary care and mental health care, and more than 28 days for specialty care. In prior report years, extended period of time referred to a wait time of more than 30 days for all care types.



PUBLIC HEALTH
TOPIC 2: MORTALITY

TOPIC SCORES

2018: 33.00	2019: 32.33	2020: 34.00	2021: 32.67	2022: 34.67	2023: 36.33	2024: 20.33
----------------	----------------	----------------	----------------	----------------	----------------	----------------

Change Score 2018 to 2024: **-12.67**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 40: Infant mortality by race							
Infant mortality: Black compared to White infant deaths in Tulsa County							
Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	31	26	31	32	32	47	2
Comparison Group A: Number of Black infant deaths per 1,000 Black live births	21.023	18.699	14.782	16.988	14.351	11.550	22.822
Comparison Group B: Number of White infant deaths per 1,000 White live births	6.259	4.552	4.351	5.188	4.417	6.329	2.358
Ratio of Comparison Group A to Comparison Group B	3.359	4.108	3.397	3.274	3.249	1.825	9.679
The equality score for this indicator decreased by 29 since 2018.							



Black families experience the death of an infant at a rate that is nearly 10 times that of White families.

Note: Infant mortality is the death of an infant before their first birthday. Data for this indicator are for Tulsa County.

Indicator 41: Life expectancy by geography

Life expectancy after retirement age: South Tulsa compared to North Tulsa residents

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	35	35	34	33	35	31	22
Comparison Group A: Life expectancy in years after age 66 for South Tulsa residents	13.031	12.992	13.232	13.491	13.362	11.641	12.027
Comparison Group B: Life expectancy in years after age 66 for North Tulsa residents	4.558	4.594	4.550	4.354	4.675	3.353	2.552
Ratio of Comparison Group A to Comparison Group B	2.859	2.828	2.908	3.099	2.858	3.471	4.713

The equality score for this indicator **decreased by 13** since 2018.



South Tulsa residents live more than 3½ times longer past retirement age than North Tulsa residents.

Note: Age of retirement as defined by the U.S Social Security Administration at the time of reporting is 66.

Indicator 42: Cardiovascular disease mortality by race

Death from major cardiovascular disease: Black compared to Hispanic/Latinx Tulsa County residents (age-adjusted death rates)

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	33	36	37	33	37	31	37
Comparison Group A: Deaths of Black residents from major cardiovascular disease per 100,000 Black residents	445.6	345.6	438.5	485.4	492.1	548.8	503.1
Comparison Group B: Deaths of Hispanic/Latinx residents from major cardiovascular disease per 100,000 Hispanic/Latinx residents	139.7	127.8	179.0	154.0	193.8	160.0	203.8
Ratio of Comparison Group A to Comparison Group B	3.190	2.704	2.450	3.152	2.539	3.430	2.469

The equality score for this indicator **increased by 4** since 2018.



Black Tulsans die from major cardiovascular disease at a rate that is 2½ times that of Hispanic/Latinx Tulsans.

Note: Data for this indicator are for Tulsa County.



PUBLIC HEALTH
TOPIC 3: WELL-BEING

TOPIC SCORES

2018: 29.67	2019: 29.00	2020: 34.00	2021: 34.33	2022: 30.33	2023: 31.33	2024: 33.67
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+4.00**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 43: Food deserts by geography							
Households living in food deserts: North Tulsa compared to South Tulsa households							
Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	1	1	1	1	1	1	1
Comparison Group A: Number of North Tulsa households living in food deserts per 1,000 North Tulsa households	723.959	723.959	734.040	727.845	688.960	685.571	676.982
Comparison Group B: Number of South Tulsa households living in food deserts per 1,000 South Tulsa households	1.000	1.000	1.000	1.000	1.000	1.000	1.000
Ratio of Comparison Group A to Comparison Group B	723.959	723.959	734.040	727.845	688.960	685.571	676.982
The equality score for this indicator decreased by 0 since 2018.							



The share of residents of North Tulsa living in a food desert is hundreds of times higher than the share of residents of South Tulsa.

Note: A food desert is defined as an area characterized by low income population and limited access to healthy and affordable foods.

Indicator 44: Mentally unhealthy days by income

14+ days of poor mental health in past month: lower income compared to higher income Tulsa County adults

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	35	42	50	52	40	50	51
Comparison Group A: % of lower income adults with 14+ days of poor mental health	17.5%	19.5%	21.2%	20.6%	22.7%	22.9%	23.2%
Comparison Group B: % of higher income adults with 14+ days of poor mental health	6.2%	10.0%	12.0%	12.1%	10.9%	13.0%	13.4%
Ratio of Comparison Group A to Comparison Group B	2.823	1.950	1.767	1.702	2.083	1.770	1.727

The equality score for this indicator **increased by 16** since 2018.



Lower income adults experience 14+ days of poor mental health per month at a rate that is 73% higher than higher income adults.

Note: The survey question reads: "thinking about your mental health, which includes stress, depression, and problems with emotions, for how many days during the past 30 days was your mental health not good?" For this measure, lower income is defined as adults earning less than \$50,000 annually; higher income as adults earning \$50,000 or more. Data for this indicator are for Tulsa County.

Indicator 45: Smoking by geography

Smoking: North Tulsa compared to South Tulsa residents

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	53	44	51	50	50	43	49
Comparison Group A: % of North Tulsa residents who smoke	28.7%	33.9%	27.8%	27.5%	26.4%	26.0%	23.5%
Comparison Group B: % of South Tulsa residents who smoke	17.0%	17.7%	16.1%	15.6%	15.0%	13.4%	13.1%
Ratio of Comparison Group A to Comparison Group B	1.688	1.915	1.727	1.757	1.762	1.939	1.789

The equality score for this indicator **decreased by 4** since 2018.



Smoking prevalence in North Tulsa is 79% higher than in South Tulsa.



THEME 6

SERVICES

THEME SCORES

2018: 36.22	2019: 39.78	2020: 41.78	2021: 42.11	2022: 38.22	2023: 36.00	2024: 38.33
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+2.11**

With a modest increase of just over two points from the baseline score in 2018, the Services theme 2024 score of **38.33** positions Services at second to lowest score among the six themes. Disparities in indicators analyzed in this theme have important implications for the distribution of voice and power of life-changing resources, and of goods, services, and opportunities dependent on the availability of transportation.

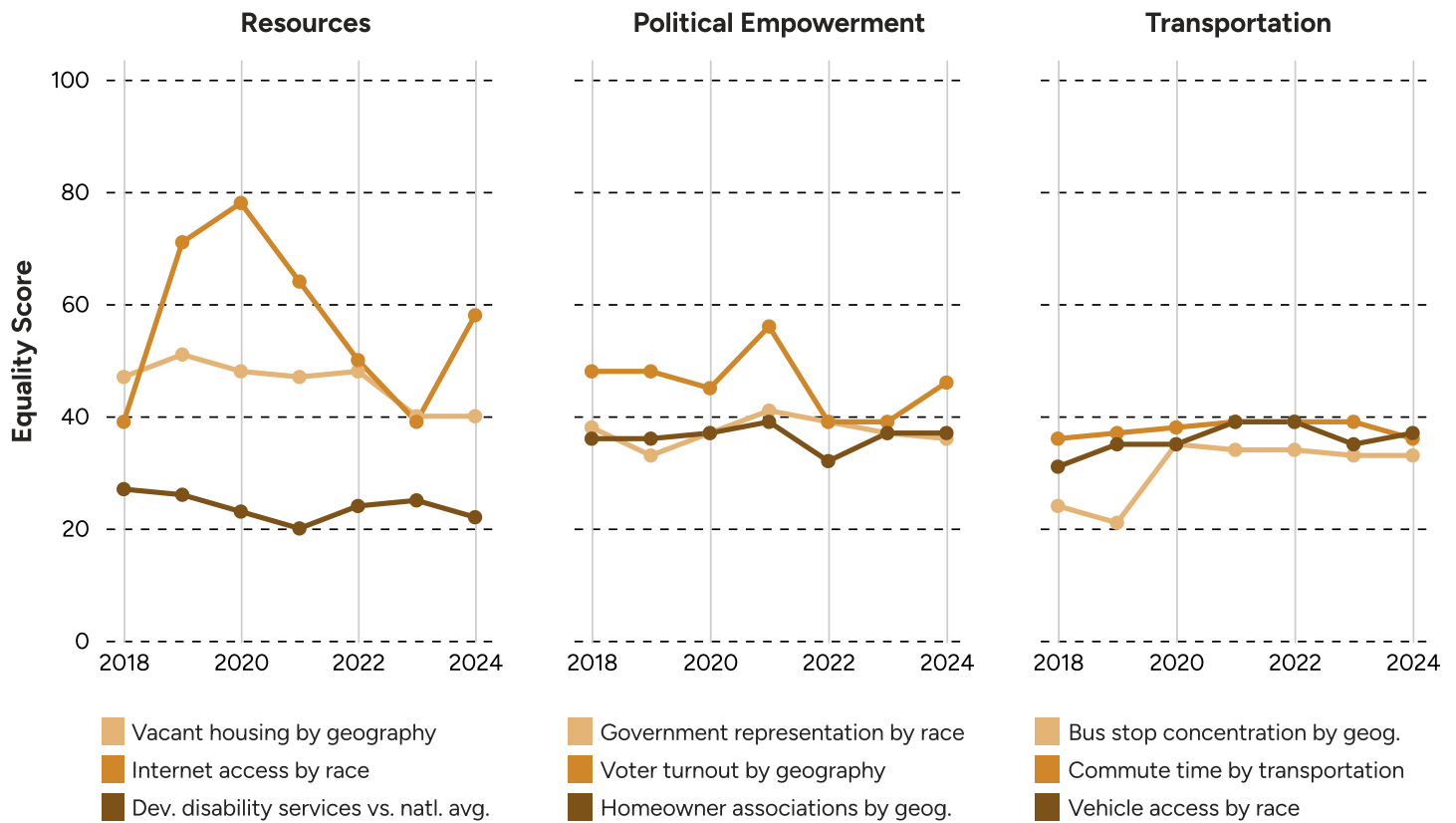
We have observed somewhat consistent improvement over the years in internet access for Tulsans generally as measured by *Indicator 47: Internet access by race*. Overall, the shares of both Hispanic/Latinx and White households that lack access to a computer with high speed internet have been declining since 2018. While White households in Tulsa are still less likely than Hispanic/Latinx households to lack broadband, the disparity is shrinking, resulting in a 19-point score improvement since 2018.

The topics included in the Services theme involve conditions contributing to Tulsans’ overall quality of life. Access to key resources can make a massive difference in making other opportunities possible; having representation through voting or through public service can give voice to those not normally heard; and effective transportation options can eliminate barriers to educational and employment opportunities.





Services Theme = 38.33/100



Due to a lack of new data, the following indicators repeat previous years' data: Voter Turnout by Geography (2019, 2023) and Vehicle Access by Race (2020).



SERVICES
TOPIC 1: RESOURCES

TOPIC SCORES

2018: 37.67	2019: 49.33	2020: 49.67	2021: 43.67	2022: 40.67	2023: 34.67	2024: 40.00
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+2.33**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 46: Vacant housing by geography

Vacant housing units: North Tulsa compared to South Tulsa

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	47	51	48	47	48	40	40
Comparison Group A: % of North Tulsa housing units that are vacant	17.0%	16.9%	17.2%	17.2%	16.6%	16.7%	15.5%
Comparison Group B: % of South Tulsa housing units that are vacant	9.2%	9.7%	9.5%	9.4%	9.2%	8.0%	7.5%
Ratio of Comparison Group A to Comparison Group B	1.848	1.742	1.811	1.828	1.811	2.086	2.062
The equality score for this indicator decreased by 7 since 2018.							



Housing vacancy rate in North Tulsa is twice that of South Tulsa.

Indicator 47: Internet access by race

Lack of access to computer with high speed internet at home: Hispanic/Latinx compared to White households

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	39	71	78	64	50	39	58
Comparison Group A: % of Hispanic/Latinx households without internet access	26.3%	18.2%	12.1%	12.1%	12.8%	19.1%	9.7%
Comparison Group B: % of White households without internet access	11.8%	14.1%	10.6%	8.5%	7.3%	8.6%	6.2%
Ratio of Comparison Group A to Comparison Group B	2.229	1.291	1.142	1.435	1.753	2.221	1.563
The equality score for this indicator increased by 19 since 2018.							



The percentage of Hispanic/Latinx Tulsans without access to a computer with high speed internet at home is 56% higher than the percentage of White Tulsans.

Note: This indicator represents the proportion of households that either have no computer or have a computer but no access to high-speed internet.

Indicator 48: Services for persons with developmental disabilities by comparison to national average

Increase in state funding needed to serve persons with intellectual or developmental disabilities (IDD) on waiting list: OK compared to ntl. avg.

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	27	26	23	20	24	25	22
Comparison Group A: % increase in state funding needed to serve Oklahomans with IDD on waiting list	103.7%	97.0%	101.7%	100.6%	100.1%	83.5%	85.7%
Comparison Group B: National average % increase in state funding needed to serve people with IDD on waiting list	26.2%	23.4%	22.0%	19.5%	22.0%	19.5%	17.7%
Ratio of Comparison Group A to Comparison Group B	3.958	4.145	4.623	5.153	4.549	4.273	4.835
The equality score for this indicator decreased by 5 since 2018.							



The percent increase in state funding needed to serve Oklahomans with developmental disabilities is nearly 5 times the national average.

Note: Full definition of indicator: the ratio of the percent increase needed in Medicaid waiver and/or Intermediate Care Facility for Individuals with Intellectual Disabilities (ICF/IID) programs in order to serve persons with intellectual and developmental disabilities who are on the waiting list for Medicaid-waiver-funded long-term supports and services (LTSS) for Oklahoma to national average.



SERVICES

TOPIC 2: POLITICAL EMPOWERMENT

TOPIC SCORES

2018: 40.67	2019: 39.00	2020: 39.67	2021: 45.33	2022: 36.67	2023: 37.67	2024: 39.67
----------------	----------------	----------------	----------------	----------------	----------------	----------------

Change Score 2018 to 2024: **-1.00**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 49: Government representation by race

Membership on City of Tulsa Authorities, Boards and Commissions (ABCs): White compared to Hispanic/Latinx residents

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	38	33	37	41	39	37	36
Comparison Group A: Number of White members of ABCs per 1,000 White residents	0.857	1.012	1.219	0.719	0.747	0.717	0.710
Comparison Group B: Number of Hispanic/Latinx members of ABCs per 1,000 Hispanic/Latinx residents	0.354	0.324	0.493	0.363	0.342	0.280	0.263
Ratio of Comparison Group A to Comparison Group B	2.421	3.121	2.473	1.981	2.185	2.561	2.703

The equality score for this indicator **decreased by 2** since 2018.



White Tulsans are represented on Tulsa Authorities, Boards, and Commissions at a rate that is more than 2½ times the rate of Hispanic/Latinx Tulsans.

Indicator 50: Voter turnout by geography

Participation in last general election: South Tulsa compared to North Tulsa voting age citizens

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	48	48	45	56	39	39	46
Comparison Group A: Number of South Tulsans who voted per 1,000 South Tulsa voting age citizens	546.499	546.499	458.326	582.563	470.365	470.365	584.571
Comparison Group B: Number of North Tulsans who voted per 1,000 North Tulsa voting age citizens	303.537	303.537	243.714	363.032	213.846	213.846	313.181
Ratio of Comparison Group A to Comparison Group B	1.800	1.800	1.881	1.605	2.200	2.200	1.867

The equality score for this indicator **decreased by 2** since 2018.



Voter turnout in South Tulsa is nearly twice that of North Tulsa.

Note: Voter turnout for this indicator is measured as those voting in the last general election at the time of data collection. The 2024 report data reflect voter turnout data in the November 2024 election.

Indicator 51: Neighborhood and homeowner associations by geography

Neighborhood and Homeowner Associations (NHA): South Tulsa compared to East Tulsa

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	36	36	37	39	32	37	37
Comparison Group A: Number of NHAs in South Tulsa per 1,000 South Tulsa residents	1.261	1.333	1.366	1.388	1.238	1.454	1.453
Comparison Group B: Number of NHAs in East Tulsa per 1,000 East Tulsa residents	0.462	0.486	0.549	0.615	0.381	0.589	0.571
Ratio of Comparison Group A to Comparison Group B	2.729	2.743	2.488	2.257	3.250	2.470	2.546

The equality score for this indicator **increased by 1** since 2018.



South Tulsa has 2½ times the number of Neighborhood and Homeowner Associations as East Tulsa per capita.



SERVICES
TOPIC 3: TRANSPORTATION

TOPIC SCORES

2018: 30.33	2019: 31.00	2020: 36.00	2021: 37.33	2022: 37.33	2023: 35.67	2024: 35.33
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Change Score 2018 to 2024: **+5.00**

For a comprehensive list of all data sources and years used, please see Appendix B, page 64.

Indicator 52: Bus stop concentration by geography <i>Bus stops: Midtown Tulsa compared to South Tulsa</i>							
Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	24	21	35	34	34	33	33
Comparison Group A: Number of bus stops in Midtown Tulsa per 1,000 Midtown Tulsa residents	6.817	6.155	4.324	4.401	4.392	4.004	3.824
Comparison Group B: Number of bus stops in South Tulsa per 1,000 South Tulsa residents	1.543	1.267	1.498	1.502	1.464	1.289	1.232
Ratio of Comparison Group A to Comparison Group B	4.418	4.858	2.887	2.930	3.001	3.107	3.104
The equality score for this indicator increased by 9 since 2018.							



Midtown Tulsa has 3 times as many bus stops per capita as South Tulsa.

Indicator 53: Commute time by mode of transportation

Commute time of less than 30 minutes: private vehicle compared to public transportation

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	36	37	38	39	39	39	36
Comparison Group A: % of private vehicle users with a 30 minute or less commute	85.8%	85.5%	85.4%	85.4%	85.8%	86.0%	86.1%
Comparison Group B: % of public transportation users with a 30 minute or less commute	32.3%	34.7%	36.1%	39.6%	39.5%	38.8%	31.9%
Ratio of Comparison Group A to Comparison Group B	2.653	2.467	2.369	2.158	2.172	2.218	2.697

The equality score for this indicator **decreased by 0** since 2018.



The percentage of private vehicle commuters traveling less than 30 minutes to work is more than 2½ times that of public transportation commuters.

Note: For this indicator, commute time to work does not include persons who work from home.

Indicator 54: Vehicle access by race

Lack of vehicle access: Black compared to White households

Report Year	2018	2019	2020	2021	2022	2023	2024
Equality Score	31	35	35	39	39	35	37
Comparison Group A: % of Black households without access to a vehicle	16.3%	15.7%	15.7%	12.7%	13.4%	12.9%	13.8%
Comparison Group B: % of White households without access to a vehicle	4.8%	5.6%	5.6%	5.7%	6.1%	4.6%	5.4%
Ratio of Comparison Group A to Comparison Group B	3.396	2.804	2.804	2.232	2.192	2.839	2.538

The equality score for this indicator **increased by 6** since 2018.



The percentage of Black householders without access to a vehicle is 2½ times that of White householders.

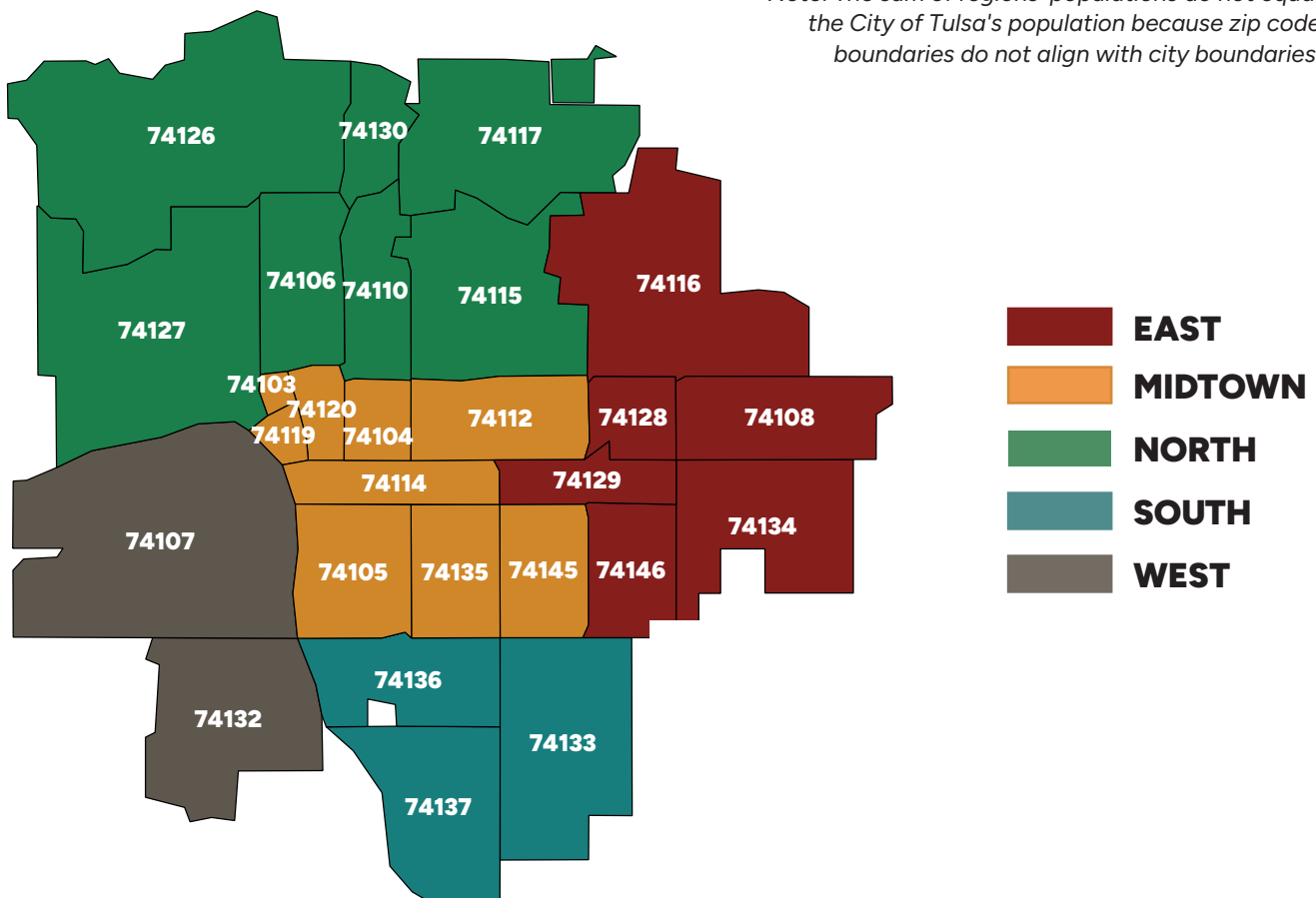
APPENDIX A

TULSA REGIONS

REGION	ZIP CODES	2023 POPULATION
East Tulsa	74108, 74116, 74128, 74129, 74134, 74146	82,372
Midtown Tulsa	74103, 74104, 74105, 74112, 74114, 74119, 74120, 74135, 74145	126,572
North Tulsa	74106, 74110, 74115, 74117, 74126, 74127, 74130	83,188
South Tulsa	74133, 74136, 74137	108,766
West Tulsa	74107, 74132	29,715
City of Tulsa		410,915

Source: U.S. Census Bureau, 2023 1-year (city) and 5-year (regions) American Community Survey.

Note: The sum of regions' populations do not equal the City of Tulsa's population because zip code boundaries do not align with city boundaries.



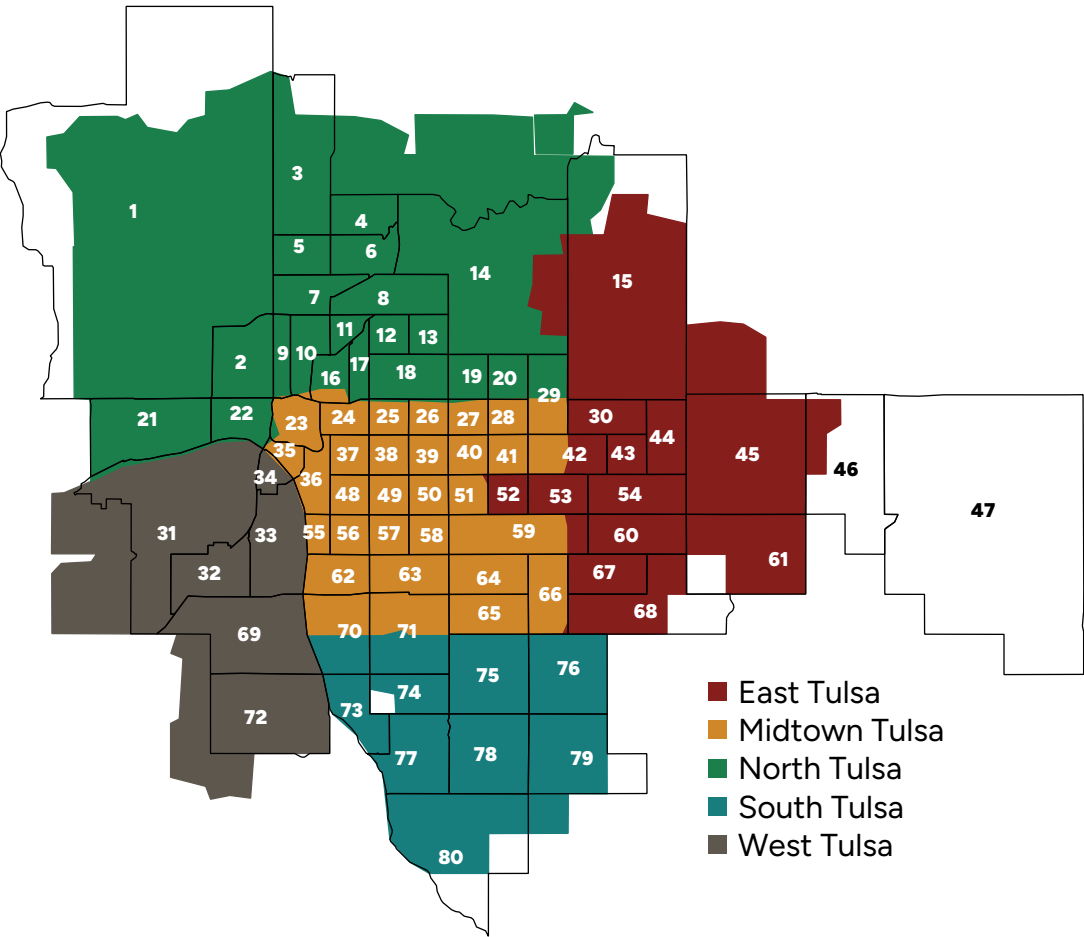
TULSA EQUALITY INDICATORS REGIONS WITH OVERLAY OF CITY OF TULSA NEIGHBORHOOD CONDITIONS INDEX NEIGHBORHOOD STATISTICAL AREAS

This map shows the boundaries of the 80 Neighborhood Statistical Areas defined by the City of Tulsa's Neighborhood Conditions Index (NCI) in relation to Equality Indicator regions.

The NCI provides detailed demographic and socioeconomic data as well as information about land use, transportation, economic development, access to social and cultural opportunities, public services and much more for every Tulsa neighborhood.

While Tulsa Equality Indicators regions are based on zip codes, NCI areas are based on census tracts, producing boundary lines that don't necessarily align. NCI regions 46 and 47 are located within large zip codes that are associated primarily with other incorporated places.

Learn more Tulsa's Neighborhood Conditions Index and access reports at <https://tulsaplanning.org/neighborhoods/nci/>



Map Label Neighborhood Statistical Area

1	Osage Hills	21	Charles Page	41	Leisure Lanes	61	Stone Ridge
2	Gilcrease Hills	22	Irving	42	Metcalfe-Magic Circle	62	South Brookside
3	Chamberlain	23	Downtown	43	Cooper	63	Patrick Henry
4	North Ridge	24	Pearl	44	Tower Heights	64	Park Plaza
5	Walt Whitman	25	Kendall-Whittier	45	East Woods	65	Sungate
6	Flat Rock Creek	26	Turner Park	46	Spunky Creek	66	Regency-Woodland
7	Hawthorne	27	Braden Park	47	Fair Oaks	67	Alsuma
8	Lloyd Park	28	McClure Park	48	Woodward Park	68	Crystal Creek-Quail Ridge
9	Reservoir Hill-The Heights	29	Layman-Clarland	49	Bryn Mawr-Lakewood	69	Turkey Mountain
10	Dunbar-Greenwood	30	Western Village	50	Mayo	70	Riverwood
11	Booker T Washington	31	Berryhill	51	Hoover	71	Southern Hills
12	Springdale	32	Red Fork	52	Terrace	72	Tulsa Hills
13	Louisville Heights	33	Garden City	53	Longview	73	Kensington
14	Mohawk Park-Dawson	34	Eugene Field	54	Eastland	74	Harvard Bend
15	Mingo Valley	35	Riverview	55	West Brookside	75	Grissom-Thoreau
16	Crutchfield	36	Maple Ridge	56	East Brookside	76	Woodland Hills
17	Cherokee Heights	37	Cherry Street	57	Ranch Acres	77	Vensel Creek
18	Sequoyah	38	Renaissance-Florence Park	58	Whiteside	78	Hunter Park
19	Maplewood	39	Fair	59	Southroads-Briarwood	79	South Ridge
20	McKinley-Mitchell	40	Wedgwood-Crowell Heights	60	Briarglen-Plaza	80	South Point

APPENDIX B

DATA SOURCES

THEME 1: ECONOMIC OPPORTUNITY



Topic 1: Business Development

Indicator 1. Business ownership by gender: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 1-Year Estimates

Indicator 2. Business ownership by race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 1-Year Public Use Microdata Sample (PUMS)

Indicator 3. Payday loans & banks by geography: Data Axle Reference Solutions, U.S. Historical Businesses Database, 2017, 2018, 2019, 2020, 2021, 2022, & 2023

Topic 2: Employment

Indicator 4. Unemployment by race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 1-Year Estimates

Indicator 5. Commute time by geography: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 5-Year Estimates

Indicator 6. High wage occupations by race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 1-Year Estimates

Topic 3: Income

Indicator 7. Living wage by geography: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 5-Year Estimates

Indicator 8. Median household income by race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 1-Year Estimates

Indicator 9. Poverty by educational attainment: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 1-Year Estimates

THEME 2: EDUCATION



Topic 1: Impediments to Learning

Indicator 10. Suspensions by race: Tulsa Public Schools unpublished data, School Years 2017, 2018, 2019, 2020, 2021, 2022, & 2024

Indicator 11. Chronic absenteeism by race: Tulsa Public Schools unpublished data, School Years 2017 & 2020; Oklahoma State Department of Education, Oklahoma School Report Cards, School Years 2018, 2019, 2022, 2023, & 2024

Indicator 12. Dropping out by income: Tulsa Public Schools unpublished data, School Years 2016, 2017, 2018, 2019, 2020, 2022, & 2023

Topic 2: Quality and Opportunity

Indicator 13. Emergency teacher certification by geography: Oklahoma State Department of Education, Emergency Certifications webpage, School Years 2017, 2018, & 2021; Oklahoma State Department of Education, Unpublished State Board of Education meeting report, Feb. 2024, Dec. 2024; Oklahoma State Department of Education public records: Certified Staff Directory

Indicator 14. Postsecondary opportunities participation by english proficiency: Oklahoma State Department of Education, Oklahoma School Report Cards, School Years 2018, 2019, 2022, 2023, & 2024

Indicator 15. School report card score by income: Oklahoma State Department of Education, Oklahoma School Report Cards, School Years 2018, 2019, 2022, 2023, & 2024; Oklahoma State Department of Education, Low Income Report, School Years 2018, 2019, 2022, 2023, & 2024

Topic 3: Student Achievement

Indicator 16. Third grade reading proficiency by income: Tulsa Public Schools unpublished data, School Years 2017, 2018, 2019, 2021, 2022, 2023, & 2024

Indicator 17. Graduation by English proficiency: Oklahoma State Department of Education, Oklahoma School Report Cards, School Years 2017, 2018, 2019, 2021, 2022, & 2024

Indicator 18. College completion by race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 1-Year Estimates

THEME 3: HOUSING



Topic 1: Homeownership

Indicator 19. Homeownership by race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 1-Year Estimates

Indicator 20. Home purchase loan denial by race: Federal Financial Institutions Examination Council, Home Mortgage Disclosure Act Database, Conventional Purchases by Race, 2016, 2017, 2018, 2019, 2020, 2022 & 2023

Indicator 21. Housing cost burden by income: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 1-Year Estimates

Topic 2: Homelessness

Indicator 22. Youth homelessness by race: Homeless Management Information System, Annual Homeless Assessment Report to Congress, for annual time periods beginning Oct. 1, 2016 to Sept. 30, 2020; A Way Home for Tulsa Interactive Data Dashboard, for annual time periods beginning Oct. 1, 2021 to Sept. 30, 2023; Tulsa Housing Solutions unpublished data for Oct. 1, 2023 to Sept. 30, 2024

Indicator 23. Homelessness by veteran status: Homeless Management Information System, Annual Homeless Assessment Report to Congress, for annual time periods beginning Oct. 1, 2016 to Sept. 30, 2020; A Way Home for Tulsa Interactive Data Dashboard, for annual time periods beginning Oct. 1, 2021 to Sept. 30, 2023; Tulsa Housing Solutions unpublished data for Oct. 1, 2023 to Sept. 30, 2024

Indicator 24. Homelessness by disability status: Homeless Management Information System, Annual Homeless Assessment Report to Congress, for annual time periods beginning Oct. 1, 2016 to Sept. 30, 2020; A Way Home for Tulsa Interactive Data Dashboard, for annual time periods beginning Oct. 1, 2021 to Sept. 30, 2023; Tulsa Housing Solutions unpublished data for Oct. 1, 2023 to Sept. 30, 2024

Topic 3: Tenant Stability

Indicator 25. Rent burden by income: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 1-Year Estimates

Indicator 26. Evictions by race: The Eviction Lab, 2015 & 2016; Open Justice Oklahoma, Oklahoma Policy Institute, unpublished data for calendar years 2019, 2020, & 2023

Indicator 27. Housing complaints by geography: Tulsa Health Department unpublished data, 2017, 2018, 2019, 2020, 2021, 2022, & 2023

THEME 4: JUSTICE



Topic 1: Arrests

Indicator 28. Juvenile arrests by race: Oklahoma State Bureau of Investigation unpublished data, 2016, 2017, 2018, 2019, 2020, 2022, & 2023

Indicator 29. Adult arrests by race: Oklahoma State Bureau of Investigation unpublished data, 2016, 2017, 2018, 2019, 2020, 2022, & 2023

Indicator 30. Female arrests by comparison to national average: Oklahoma State Bureau of Investigation unpublished data, 2016, 2017, 2018, 2019, 2020, 2022, & 2023; Federal Bureau of Investigation, Uniform Crime Reporting: National Incident-Based Reporting System, 2016, 2017, 2018, 2019, 2020, 2022, & 2023

Topic 2: Law Enforcement

Indicator 31. TPD workforce by race: Tulsa Police Department, 2016, 2017, 2018, 2019, & 2022 Internal Affairs Annual Report; Tulsa Police Department unpublished data, 2020; Tulsa Police Department, 2023 Annual Report

Indicator 32. TPD workforce by gender: Tulsa Police Department, 2016, 2017, 2018, 2019, & 2022 Internal Affairs Annual Report; Tulsa Police Department unpublished data, 2020; Tulsa Police Department, 2023 Annual Report

Indicator 33. Officer use of force by subject race: Tulsa Police Department, 2016, 2017, 2018, 2019, & 2022 Internal Affairs Annual Report; Tulsa Police Department unpublished data, 2020; Tulsa Police Department, 2023 Annual Report

Topic 3: Safety and Violence

Indicator 34. Child abuse and neglect by comparison to national average: Oklahoma Department of Human Services, FY 2015, 2016, 2017, 2018, 2019, 2021, & 2023 Annual Report Statistical Tables; U.S. Department of Health & Human Services, Administration for Children and Families, Administration on Children, Youth and Families, Children's Bureau, Child Maltreatment 2015, 2016, 2017, 2018, 2019, 2021, & 2023

Indicator 35. Homicide victimization by race: City of Tulsa unpublished data, 2016, 2017, 2018, 2019, 2020, 2022 & 2023

Indicator 36. 911 Domestic violence calls by geography: City of Tulsa unpublished data, 2016, 2017, 2018, 2019, 2020, 2022 & 2023

THEME 5: PUBLIC HEALTH



Topic 1: Health Care Access

Indicator 37. Health insurance by race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022 & 2023 American Community Survey 1-Year Estimates

Indicator 38. Emergency room use by geography: Tulsa Health Department unpublished data, 2017, 2018, 2022 & 2023

Indicator 39. Veterans Affairs appointment wait time by comparison to national average: U.S. Dept. of Veterans Affairs, Completed Appointment Wait Times National, Facility, and Division Level Summaries, Measured from Preferred Date for Reporting Periods Ending: Oct. 2017, 2018, 2019, 2020, and Feb. 2021; FOIA request to U.S. Dept. of Veterans Affairs, VSSC Access to Care PowerBI dashboard, Feb. 2024

Topic 2: Mortality

Indicator 40. Infant mortality by race: Oklahoma State Department of Health, Center for Health Statistics, Health Care Information, Vital Statistics 2016, 2017, 2018, 2019, 2020, 2021, & 2023

Indicator 41. Life expectancy by geography: Tulsa Health Department unpublished data, 2013-15, 2014-16, 2015-17, 2016-18, 2017-19, 2019-21, & 2021-23

Indicator 42. Cardiovascular disease mortality by race: Oklahoma State Department of Health, Center for Health Statistics, Health Care Information, Vital Statistics 2016, 2017, 2018, 2019, 2020, 2021, & 2023

Topic 3: Well-being

Indicator 43. Food deserts by geography: INCOG unpublished data, 2018, 2019, 2020, 2021, 2023, & 2024

Indicator 44. Mentally unhealthy days by income: Oklahoma State Department of Health, Center for Health Statistics, Health Care Information, Behavioral Risk Factor Surveillance System 2015-16, 2016-17, 2017-18, 2018-19, 2019-20, 2021-22, & 2022-23

Indicator 45. Smoking by geography: Centers for Disease Control and Prevention, 500 Cities & Places: Local Data for Better Health, Model-based estimates for current smoking among adults aged ≥ 18 years, 2017, 2018, 2019, 2020, 2021, 2023, & 2024 releases; Behavioral Risk Factor Surveillance System (BRFSS), 2015, 2016, 2017, 2018, 2019, 2021, & 2022

THEME 6: SERVICES



Topic 1: Resources

Indicator 46. Vacant housing by geography: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 5-Year Estimates

Indicator 47. Internet access by race: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 1-Year Estimates

Indicator 48. Services for persons with developmental disabilities by comparison to national average: Larson, S. A., et al, 2017, 2018, 2019, 2020, & 2021, In-home and residential long-term supports and services for persons with intellectual or developmental disabilities: Status and trends 2014 through 2018; Larson, S. A., et al, 2022, 2024, Long-term supports and services for persons with intellectual or developmental disabilities: Status and trends through 2019, 2020

Topic 2: Political Empowerment

Indicator 49. Government representation by race: City of Tulsa open data, 2017, 2018, 2019, 2021, 2022, 2023, & 2024

Indicator 50. Voter turnout by geography: Oklahoma State Election Board data request, November 2016, 2018, & 2020 elections; Oklahoma State Election Board, OK Election Data Warehouse, November 2022, & 2024 general elections

Indicator 51. Neighborhood and homeowner associations by geography: City of Tulsa open data, 2017, 2018, 2019, 2021, 2022, 2024, & Jan. 2025

Topic 3: Transportation

Indicator 52. Bus stop concentration by geography: Metropolitan Tulsa Transit Authority unpublished data, 2018; INCOG unpublished data, 2019, 2020, 2021, 2022, 2023, & 2024

Indicator 53. Commute time by mode of transportation: U.S. Census Bureau, 2016, 2017, 2018, 2019, 2021, 2022, & 2023 American Community Survey 1-Year Estimates

Indicator 54. Vehicle access by race: U.S. Census Bureau, 2016, 2017, 2019, 2021, 2022, & 2023 American Community Survey 1-Year Public Use Microdata Sample (PUMS)

Source Notes: In addition to indicators using the U.S. Census Bureau's American Community Survey (ACS) as the primary data source as noted above, ACS data were used in the calculation of rates for many other indicators. For example, ACS population counts for youth by race were used to calculate rates of homelessness for indicator 22, Youth homelessness by race. ACS 1-year estimates were used when possible, but in several instances 5-year estimates were required. For indicator 53, Commute time by mode of transportation, 5-year estimates were used because of excessively high margins of error associated with the 1-year estimates. Five-year estimates were used for all indicators making regional comparisons due to unavailability of ACS 1-year estimates at the zip code level.

Ten of the 54 indicators have one or more years for which new data were not available at the time of report preparation for that particular year. In those instances, the prior year's data and scores were repeated and were used to calculate topic, theme, and city scores. Indicators with repeated year(s) of data include:

Indicator	Repeated Data by Report Year
Emergency teacher certification by geography	2020, 2022
Postsecondary opportunities participation by English proficiency	2019, 2021
School report card score by income	2019, 2021
Graduation by English proficiency	2021
Evictions by race	2022, 2024
Emergency room use by geography	2020, 2021, 2022
Veterans Affairs appointment wait time by comparison to national average	2022
Food deserts by geography	2019
Voter turnout by geography	2019, 2023
Vehicle access by race	2020

***References:** Erisman, Kerry L. . 2024. "Inequality in the Criminal Justice System and Accountability." Legal Studies Blog, American Military University, June 4, 2024, <https://www.amu.apus.edu/area-of-study/legal-studies/resources/inequality-in-the-criminal-justice-system-and-accountability/>;

Ghandnoosh, Nazgol, and Celeste Barry. 2023. "One in Five: Disparities in Crime and Policing." The Sentencing Project, November 2, 2023, <https://www.sentencingproject.org/reports/one-in-five-disparities-in-crime-and-policing/>;

Hinton, Elizabeth, LeShae Henderson, and Cindy Reed. 2018. "An Unjust Burden: The Disparate Treatment of Black Americans in the Criminal Justice System." Vera Institute of Justice Evidence Brief, May 2018, <https://www.vera.org/publications/for-the-record-unjust-burden>;

"Racial Disparities Persist in Many U.S. Jails." The Pew Charitable Trusts, May 16, 2023, <https://www.pewtrusts.org/en/research-and-analysis/issue-briefs/2023/05/racial-disparities-persist-in-many-us-jails>;

Pierson, Emma, Camelia Simoiu, Jan Overgoor, Sam Corbett-Davies, Daniel Jenson, Amy Shoemaker, Vignesh Ramachandran, Phoebe Barghouthy, Cheryl Phillips, Raci Shroff, and Sharad Goel. 2020. "A Large-scale Analysis of Racial Disparities in Police Stops across the United States." Nature Human Behaviour, May 4, 2020, <https://www.nature.com/articles/s41562-020-0858-1>;

Human Rights Watch. 2019. "Get on the Ground!": Policing, Poverty, and Racial Inequality in Tulsa, Oklahoma." <https://www.hrw.org/report/2019/09/12/get-ground-policing-poverty-and-racial-inequality-tulsa-oklahoma/case-study-us>;

Eberhardt, Jennifer L. 2019. Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do. New York: Viking.

APPENDIX C

RATIO TO SCORE CONVERSION TABLE

Score Range	Ratio from	Ratio to	Increase by
100	1.000	1.004	n/a
99	1.005	1.009	+0.005
98	1.010	1.014	+0.005
97	1.015	1.019	+0.005
96	1.020	1.024	+0.005
95	1.025	1.029	+0.005
94	1.030	1.034	+0.005
93	1.035	1.039	+0.005
92	1.040	1.044	+0.005
91	1.045	1.049	+0.005
90	1.050	1.054	+0.005
89	1.055	1.059	+0.005
88	1.060	1.064	+0.005
87	1.065	1.069	+0.005
86	1.070	1.074	+0.005
85	1.075	1.079	+0.005
84	1.080	1.084	+0.005
83	1.085	1.089	+0.005
82	1.090	1.094	+0.005
81	1.095	1.099	+0.005
80	1.100	1.119	+0.020
79	1.120	1.139	+0.020
78	1.140	1.159	+0.020
77	1.160	1.179	+0.020
76	1.180	1.199	+0.020
75	1.200	1.219	+0.020
74	1.220	1.239	+0.020
73	1.240	1.259	+0.020
72	1.260	1.279	+0.020
71	1.280	1.299	+0.020
70	1.300	1.319	+0.020
69	1.320	1.339	+0.020
68	1.340	1.359	+0.020
67	1.360	1.379	+0.020
66	1.380	1.399	+0.020
65	1.400	1.419	+0.020
64	1.420	1.439	+0.020
63	1.440	1.459	+0.020
62	1.460	1.479	+0.020
61	1.480	1.499	+0.020
60	1.500	1.524	+0.025
59	1.525	1.549	+0.025
58	1.550	1.574	+0.025
57	1.575	1.599	+0.025
56	1.600	1.624	+0.025
55	1.625	1.649	+0.025
54	1.650	1.674	+0.025
53	1.675	1.699	+0.025
52	1.700	1.724	+0.025
51	1.725	1.749	+0.025

Score Range	Ratio from	Ratio to	Increase by
50	1.750	1.774	+0.025
49	1.775	1.799	+0.025
48	1.800	1.824	+0.025
47	1.825	1.849	+0.025
46	1.850	1.874	+0.025
45	1.875	1.899	+0.025
44	1.900	1.924	+0.025
43	1.925	1.949	+0.025
42	1.950	1.974	+0.025
41	1.975	1.999	+0.025
40	2.000	2.149	+0.150
39	2.150	2.299	+0.150
38	2.300	2.449	+0.150
37	2.450	2.599	+0.150
36	2.600	2.749	+0.150
35	2.750	2.899	+0.150
34	2.900	3.049	+0.150
33	3.050	3.199	+0.150
32	3.200	3.349	+0.150
31	3.350	3.499	+0.150
30	3.500	3.649	+0.150
29	3.650	3.799	+0.150
28	3.800	3.949	+0.150
27	3.950	4.099	+0.150
26	4.100	4.249	+0.150
25	4.250	4.399	+0.150
24	4.400	4.549	+0.150
23	4.550	4.699	+0.150
22	4.700	4.849	+0.150
21	4.850	4.999	+0.150
20	5.000	5.249	+0.250
19	5.250	5.499	+0.250
18	5.500	5.749	+0.250
17	5.750	5.999	+0.250
16	6.000	6.249	+0.250
15	6.250	6.499	+0.250
14	6.500	6.749	+0.250
13	6.750	6.999	+0.250
12	7.000	7.249	+0.250
11	7.250	7.499	+0.250
10	7.500	7.749	+0.250
9	7.750	7.999	+0.250
8	8.000	8.249	+0.250
7	8.250	8.499	+0.250
6	8.500	8.749	+0.250
5	8.750	8.999	+0.250
4	9.000	9.249	+0.250
3	9.250	9.499	+0.250
2	9.500	9.749	+0.250
1	9.750	9.999	+0.250

APPENDIX D

INDICATOR INDEX

THEME 1: ECONOMIC OPPORTUNITY

Topic 1: Business Development

Indicator 1: Business Ownership by Gender	16
Indicator 2: Business Ownership by Race	17
Indicator 3: Payday Loans & Banks by Geography	17

Topic 2: Employment

Indicator 4: Unemployment by Race	18
Indicator 5: Commute Time by Geography	19
Indicator 6: High-wage Occupations by Race	19

Topic 3: Income

Indicator 7: Living Wage by Geography	20
Indicator 8: Median Household Income by Race	21
Indicator 9: Poverty by Educational Attainment	21

THEME 2: EDUCATION

Topic 1: Impediments to Learning

Indicator 10: Suspensions by Race	24
Indicator 11: Chronic Absenteeism by Race	25
Indicator 12: Dropping Out by Income	25

Topic 2: Quality and Opportunity

Indicator 13: Emergency Teacher Certification by Geography	26
Indicator 14: Postsecondary Opportunities Participation by English Proficiency	27
Indicator 15: School A-F Report Card Score by Income	27

Topic 3: Student Achievement

Indicator 16: Third Grade Reading Proficiency by Income	28
Indicator 17: Graduation by English Proficiency	29
Indicator 18: College Completion by Race	29

THEME 3: HOUSING

Topic 1: Homeownership

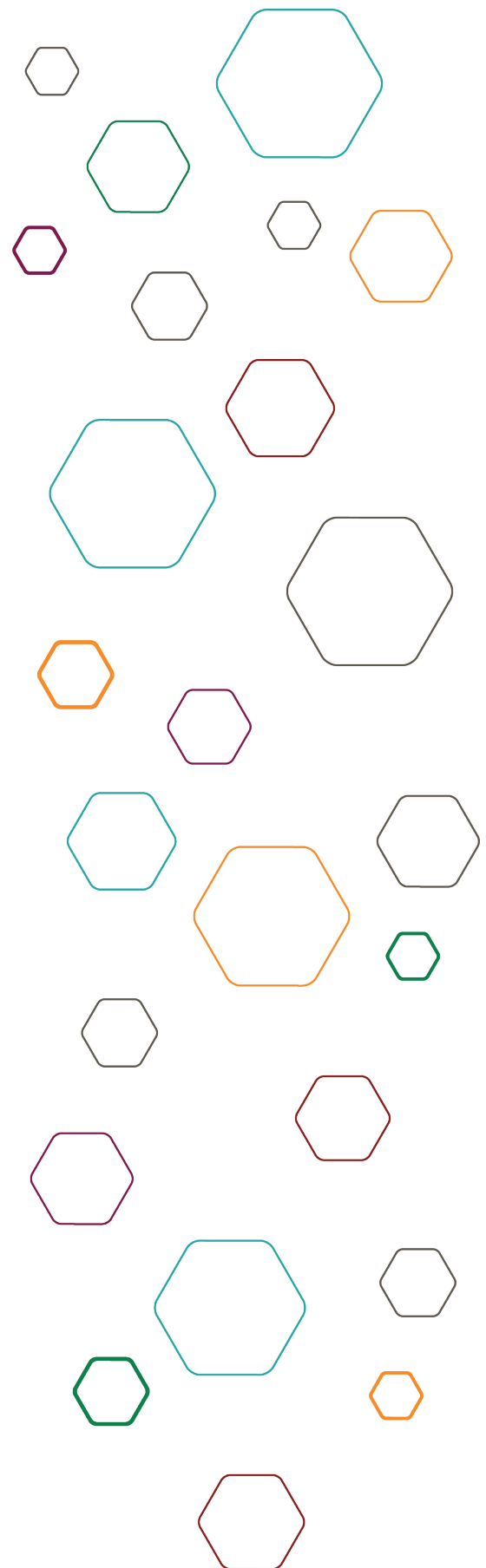
Indicator 19: Homeownership by Race	32
Indicator 20: Home Purchase Loan Denial by Race	33
Indicator 21: Housing Cost Burden by Income	33

Topic 2: Homelessness

Indicator 22: Youth Homelessness by Race	34
Indicator 23: Homelessness by Veteran Status	35
Indicator 24: Homelessness by Disability Status	35

Topic 3: Tenant Stability

Indicator 25: Rent Burden by Income	36
Indicator 26: Evictions by Race	37
Indicator 27: Housing Complaints Geography	37



THEME 4: JUSTICE

Topic 1: Arrests

Indicator 28: Juvenile Arrests by Race_____	40
Indicator 29: Adult Arrests by Race_____	41
Indicator 30: Female Arrests by Comparison to National Average_____	41

Topic 2: Law Enforcement

Indicator 31: TPD Workforce by Race_____	42
Indicator 32: TPD Workforce by Gender_____	43
Indicator 33: Officer Use of Force by Subject Race_____	43

Topic 3: Safety and Violence

Indicator 34: Child Abuse & Neglect by Comparison to National Average_____	44
Indicator 35: Homicide Victimization by Race_____	45
Indicator 36: 911 Domestic Violence Calls by Geography_____	45

THEME 5: PUBLIC HEALTH

Topic 1: Health Care Access

Indicator 37: Health Insurance by Race_____	48
Indicator 38: Emergency Room Use by Geography_____	49
Indicator 39: VA Appointment Wait Time by Comparison to National Average_____	49

Topic 2: Mortality

Indicator 40: Infant Mortality by Race_____	50
Indicator 41: Life Expectancy by Geography_____	51
Indicator 42: Cardiovascular Disease Mortality by Race_____	51

Topic 3: Well-being

Indicator 43: Food Deserts by Geography_____	52
Indicator 44: Mentally Unhealthy Days by Income_____	53
Indicator 45: Smoking by Geography_____	53

THEME 6: SERVICES

Topic 1: Resources

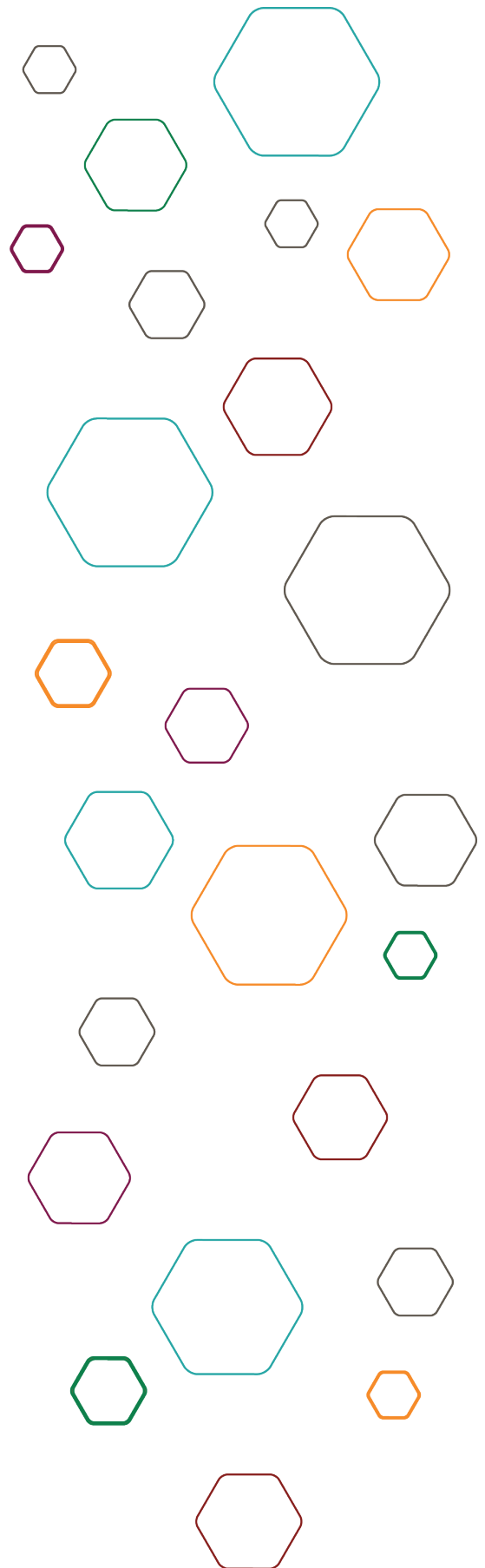
Indicator 46: Vacant Housing by Geography_____	56
Indicator 47: Internet Access by Race_____	57
Indicator 48: Services for Persons with Dev. Disab. By Comparison to Ntl. Avg_____	57

Topic 2: Political Empowerment

Indicator 49: Government Representation by Race_____	58
Indicator 50: Voter Turnout by Geography_____	59
Indicator 51: Neighborhood and Homeowner Associations by Geography_____	59

Topic 3: Transportation

Indicator 52: Bus Stop Concentration by Geography_____	60
Indicator 53: Commute Time by Mode of Transportation_____	61
Indicator 54: Vehicle Access by Race_____	61



CONTRIBUTORS

NARRATIVE

Krystal Reyes, Deputy Mayor, City of Tulsa

Lexi Bollis, Resilience and Equity Program Administrator, City of Tulsa

Melanie Poulter, Director of Research and Data, Tulsa Area United Way

PROJECT MANAGEMENT, DATA CURATION

Melanie Poulter, Director of Research and Data, Tulsa Area United Way

DATA ENGINEERING

Chris Anrig, Data Analyst, Tulsa Area United Way

DATA VISUALIZATION

Dan Rooney, Systems Analyst, City of Tulsa

LAYOUT AND DESIGN

Saif Khan, Designer/Consultant, Spark Collaborative LLC

Carlos Moreno, Project Manager, Spark Collaborative LLC

WEB CONTENT MANAGEMENT

Kim Meloy, Web Content and Social Media Manager, City of Tulsa

ACKNOWLEDGMENTS

The Tulsa Equality Indicators team would like to thank the following people and organizations for their subject matter expertise and assistance with data collection and analysis which helped make this report possible:

- Alisia Myers, Neighborhood Liaison, City of Tulsa Department of City Experience
- Amanda Fullerton, Data Analyst, Tulsa Health Department
- Christopher Cordova, Statistical Research Specialist, Statistical Analysis Center, Oklahoma State Bureau of Investigation
- Colin Medwick, Data Strategist, Tulsa Public Schools
- Olivia Denton Koopman, Chief Data and Policy Officer, Housing Solutions
- Tamara Franklin, Crime and Intelligence Unit Manager, City of Tulsa Police Department – Forensic Laboratory Division
- Ty Simmons, Principal GIS Analyst, INCOG





TULSA EQUALITY INDICATORS

EXPLORE THE DATA AT [TULSAEI.ORG](https://tulsaei.org)



Tulsa Area
UNITED WAY