Assets, Opportunity and The Racial Wealth Divide In Dallas

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Conversation on Advancing Economic Opportunity in Dallas, October 15, 2019
Prosperity Now’s mission is to ensure everyone in our country has a clear path to financial stability, wealth and prosperity.

- We push to **expand innovative practical solutions** that empower low- and moderate-income people to build wealth.

- We **drive policy change** at all levels of government.

- We **support the efforts of community leaders** across the country to advance economic opportunity for all.
2012 Assets & Opportunity Dallas Profile

“[Asset & Opportunity Profile] served as a catalyst to get people to pay attention to issues around poverty and start talking about solutions.”

Greg Mangum
Vice President, Economic Mobility
United Way of Metropolitan Dallas

Thomson Family Foundation

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Updating the Asset & Opportunity Dallas Profile

- New data for the City of Dallas, Dallas County and North Texas
- Analysis of trends since 2012
- Highlighting the work on the ground to expand opportunity for working families
Progress in Dallas, But Still Financial Insecurity

In a Scorecard analysis of the 64 biggest US Cities, Dallas ranked last of any Texas city.
Wealth in Dallas

A family of four in 2018 is...

INCOME POOR
Don’t earn income above the federal poverty level

IF WHAT THEY EARN is below $2,092/mo

19.4% of Dallas Households
45.3% of Dallas Households
34.7% of Dallas Households

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<table>
<thead>
<tr>
<th>Household Income Range</th>
<th>% of Households in LAP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below $25,000</td>
<td>77.6%</td>
</tr>
<tr>
<td>$25,000-$49,999</td>
<td>56.6%</td>
</tr>
<tr>
<td>$50,000-$74,999</td>
<td>37.5%</td>
</tr>
<tr>
<td>$75,000-$99,999</td>
<td>22.4%</td>
</tr>
<tr>
<td>Above $100,000</td>
<td>8.7%</td>
</tr>
</tbody>
</table>
Liquid Asset Poverty is higher in Dallas than in Dallas County, the metro region, Texas or the US.
Income & Wages

UNEMPLOYMENT AND POVERTY TRENDS IN CITY OF DALLAS

63% of new jobs created in North Texas in last decade have wages below $50,000
- Dallas Economic Opportunity Assessment
Declining Homeownership

HOMEOWNERSHIP AND AFFORDABILITY OF HOME TRENDS IN DALLAS

<table>
<thead>
<tr>
<th>Year</th>
<th>Affordability of Homes</th>
<th>Homeownership Rate</th>
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</thead>
<tbody>
<tr>
<td>2012</td>
<td>45.0%</td>
<td>3.3</td>
</tr>
<tr>
<td>2013</td>
<td>44.5%</td>
<td>3.2</td>
</tr>
<tr>
<td>2014</td>
<td>44.0%</td>
<td>3.1</td>
</tr>
<tr>
<td>2015</td>
<td>43.5%</td>
<td>3.0</td>
</tr>
<tr>
<td>2016</td>
<td>43.0%</td>
<td>2.9</td>
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</table>
Access to Credit in Dallas County

ACCESS TO CREDIT

INVISIBLES 17%

IN THE CREDIT ECONOMY 83%

CREDIT QUALITY OF CONSUMERS WITH CREDIT SCORES

40.90%
Prime Credit (720+)

17.50%
Near Prime Credit (660-720)

41.60%
Subprime Credit (<660)

<table>
<thead>
<tr>
<th></th>
<th>CREDIT INVISIBLES</th>
<th>PRIME CREDIT</th>
<th>SUBPRIME CREDIT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Texas</td>
<td>13.5%</td>
<td>42.7%</td>
<td>40.0%</td>
</tr>
<tr>
<td>United States</td>
<td>10.7%</td>
<td>51.9%</td>
<td>31.2%</td>
</tr>
</tbody>
</table>

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Credit Access Has Improved

CREDIT QUALITY AND ACCESS IN DALLAS COUNTY

- Prime Credit
- Near Prime Credit
- Subprime Credit
- Credit Invisibles

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Increased Access to Health Insurance

UNINSURED RATES IN CITY OF DALLAS

- Uninsured Rate
- Uninsured Low-Income (200% FPL)
Educational Attainment

ADULTS (25 YEARS+) WITH AT LEAST BACHELOR’S DEGREES

City of Dallas
Dallas County
North Texas

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Significant Racial Disparity in Educational Attainment

**ADULTS (25 YEARS+) WITH AT LEAST HIGH SCHOOL DEGREE, CITY OF DALLAS**

- Dallas Overall: 75.30%
- White, not Hispanic: 95.20%
- Black or African American: 84.50%
- Asian: 84.80%
- Hispanic or Latino: 46.90%

**WITH AT LEAST BACHELORS DEGREE, CITY OF DALLAS**

- Dallas Overall: 31.00%
- White, not Hispanic: 59.30%
- Black or African American: 16.60%
- Asian: 62.50%
- Hispanic or Latino: 8.80%
### Regional Community Outcomes Tied to Race

<table>
<thead>
<tr>
<th>Rank (of 476)</th>
<th>City</th>
<th>Population</th>
<th>% White</th>
<th>% Black</th>
<th>% Latino</th>
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<td>5</td>
<td>Allen, TX</td>
<td>94,710</td>
<td>62.4%</td>
<td>9.7%</td>
<td>10.6%</td>
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<tr>
<td>11</td>
<td>Frisco, TX</td>
<td>145,646</td>
<td>62.6%</td>
<td>7.5%</td>
<td>11.9%</td>
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<tr>
<td>52</td>
<td>Plano, TX</td>
<td>279,088</td>
<td>55.3%</td>
<td>7.9%</td>
<td>14.8%</td>
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<tr>
<td>82</td>
<td>McKinney, TX</td>
<td>156,821</td>
<td>62.1%</td>
<td>11.1%</td>
<td>19.0%</td>
</tr>
<tr>
<td>104</td>
<td>Richardson, TX</td>
<td>108,350</td>
<td>53.8%</td>
<td>10.2%</td>
<td>16.5%</td>
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<tr>
<td>163</td>
<td>Carrollton, TX</td>
<td>129,266</td>
<td>42.6%</td>
<td>8.1%</td>
<td>32.2%</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>301</td>
<td>Arlington, TX</td>
<td>383,899</td>
<td>41.5%</td>
<td>20.4%</td>
<td>28.7%</td>
</tr>
<tr>
<td>315</td>
<td>Fort Worth, TX</td>
<td>815,930</td>
<td>40.7%</td>
<td>18.8%</td>
<td>34.1%</td>
</tr>
<tr>
<td>321</td>
<td>Garland, TX</td>
<td>234,810</td>
<td>31.1%</td>
<td>13.5%</td>
<td>41.5%</td>
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<tr>
<td>325</td>
<td>Mesquite, TX</td>
<td>143,771</td>
<td>33.1%</td>
<td>24.2%</td>
<td>38.1%</td>
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<tr>
<td>334</td>
<td>Irving, TX</td>
<td>232,013</td>
<td>26.1%</td>
<td>12.7%</td>
<td>41.3%</td>
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<tr>
<td><strong>451</strong></td>
<td>Dallas, TX</td>
<td><strong>1,278,433</strong></td>
<td><strong>29.2%</strong></td>
<td><strong>24.3%</strong></td>
<td><strong>41.5%</strong></td>
</tr>
</tbody>
</table>
Building High Impact Nonprofits of Color & The Racial Wealth Divide

Dallas, Texas
“The foundation of racial inequality is racialized economic inequality and the foundation of economic inequality is wealth inequality.”

Race and Economics in the US
Racial Inequality has always had economic inequality at its foundation.
Incomes Over Time

Figure 1.
Real Median Household Income by Race and Hispanic Origin: 1967 to 2012

Note: Median household income data are not available prior to 1967. Implementation of 2010 Census population controls began in 2010. For information on recessions, see Appendix A.

The Growing Racial Wealth Divide

MEDIAN HOUSEHOLD WEALTH, 1983-2016

Income and Wealth

Middle-Wealth Economic Security Is Unequally Distributed Along Racial Lines


Racial Divide Initiative
Education and Wealth

3 Ways to Address the Racial Wealth Divide

Identify, Develop and Implement, and Advocate

• **Identify** the ways the racial wealth divide effect communities you care about, work with or are some part of your life

• **Develop and Implement** policies and procedures that can best address the racial economic inequality that is found throughout the economy

• **Advocate** for policies and procedures that will bridge the racial wealth divide
The Racial Wealth Divide in
Dallas

Economic inequality has expanded over the past decade, shutting the windows of opportunity for millions of Americans. In urban centers, this growing inequality has manifested through gentrification and the continued concentrated poverty in communities of color.

In Dallas, we see a strong economy that is not shared with all. Dallas has an extensive history of segregation, and its longer lasting effects continue to harm people of color who are not able to benefit from the city’s economic strength.

Dallas has over 1.2 million residents, comprised of 530,277 Latino residents, 373,197 White residents, 310,099 Black residents and 41,273 Asian residents. Being a majority-minority city makes economic disparities between ethnic groups in Dallas that much more visible. For example, more than half of the Black and Latino population in Dallas experiences liquid asset poverty, affecting 61.3% of Black households and 65.8% of Latino households. Only 22.9% of White households and 32.7% of Asian households live in liquid asset poverty.

Homeownership, a bedrock of wealth creation—especially for communities of color—also highlights stark disparities between groups in Dallas. While the homeownership rate across all groups in Dallas is significantly lower than the state and national averages, it is especially low for people of color. Black residents have a homeownership rate of 28.5%, while 33.6% of Asian residents and 41.4% of Latino residents are homeowners. By contrast, 53.2% of White residents are homeowners in Dallas.

Exacerbating these disparities are home values and housing costs. While White homeowners in Dallas are faring better than their counterparts at the county, state and national levels, Asian, Black and Latino property values are significantly lower than their state and national counterparts. The median property values for White and Asian homeowners are $295,000 and $245,000, respectively. Yet, despite higher median property values, White and Asian residents are less likely to be cost-burdened, meaning they are less likely to spend 30% or more of household income on housing costs. In contrast, the median property value for Latino residents is $90,000, with 42.2% of homeowners being cost-burdened. Although 38% of Black homeowners are cost-burdened, their median property value is only $85,000, almost a third of the value of White homes.

As Dallas grows and the population continues to be majority-minority, the City needs to create policies and practices that are inclusive of economically insecure communities of color to address the root causes of racial wealth disparity. Through work funded by JPMorgan Chase, the Racial Wealth Divide Initiative has launched the Building High Impact Nonprofits of Color project in Dallas to strengthen nonprofits of color that support economically marginalized communities by creating innovative strategies to help these communities build wealth.
Dallas A Strong Economy with Strong Racial Economic Inequality
The Black-White Divide in Dallas
The Populations that Grow Dallas
RACIAL WEALTH DIVIDE IN DALLAS, TX

In recent years, Dallas has recorded some of the highest net domestic migration in the United States. But despite this boom in population and diversity, Dallas lags much of the nation’s median figures for Black, Latino, and even Asian communities. While Dallas’ economy has remained relatively strong and diversified, Black and Latino residents have not been included to share in the wealth and opportunity this city has to offer.

HOUSEHOLDS OF COLOR IN LIQUID ASSET POVERTY...

61.7%

POPULATION

42% LATINO

29% WHITE

24% BLACK

LIQUID ASSET POVERTY

LATINO 65.8%

BLACK 61.3%

ASIAN 32.7%

WHITE 22.9%

MEDIAN HOUSEHOLD INCOME

$30,985 BLACK

$37,731 LATINO

$54,364 ASIAN

$73,091 WHITE

HOUSEHOLD WITH ZERO NET WORTH

35% BLACK

28% WHITE

15% ASIAN

14% LATINO

HOMEOWNERSHIP RATE

53.2% WHITE

41.4% LATINO

33.6% ASIAN

28.5% BLACK

PROPERTY VALUE

295K WHITE

245K ASIAN

90K LATINO

85K BLACK

Note: Estimates of liquid asset poverty and households with zero net worth not published by Prosperity Now Scorecard are derived from a statistical model to create geographic estimates at the local level and are not meant to directly reflect the SIPP data. Caution should be used in interpreting the local estimates as the statistical model is based on national surveys of fewer than 50,000 households.
UNEMPLOYMENT RATE

BLACK: 7.5%
ASIAN: 6.2%
LATINO: 4.2%
WHITE: 3.1%

Blacks have the highest unemployment rate.

ENGLISH LESS THAN "VERY WELL"

LATINO: 49.5%
ASIAN: 35.8%
WHITE: 2.4%
BLACK: 2.1%

Over 1/3 of Asians and Latinos speak English less than "very well."

POPULATION GROWTH BROKEN DOWN BY RACE 1990 to 2016 (Estimate)

Since its incorporation in 1856, the City of Dallas has never had a period where it lost population. Having gone from 658 residents in 1860 to over a million, this majority-minority city is showing no sign of slowing down.

Racial Breakdown by Census Tract
Median Household Income
### Population and Demographics

<table>
<thead>
<tr>
<th>Data Measures</th>
<th>Dallas, TX</th>
<th>Dallas County, TX</th>
<th>Dallas-Fort Worth-Arlington, TX MSA*</th>
<th>Texas</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Population</td>
<td>1,278,433</td>
<td>2,513,054</td>
<td>6,957,123</td>
<td>26,956,435</td>
<td>318,558,162</td>
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<tr>
<td>White</td>
<td>373,197</td>
<td>774,653</td>
<td>3,360,119</td>
<td>11,705,684</td>
<td>197,362,672</td>
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<td>Black or African American</td>
<td>310,099</td>
<td>554,464</td>
<td>1,044,895</td>
<td>3,134,962</td>
<td>39,039,319</td>
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<tr>
<td>Asian</td>
<td>41,273</td>
<td>144,440</td>
<td>419,706</td>
<td>1,161,742</td>
<td>16,425,317</td>
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<tr>
<td>Hispanic or Latino</td>
<td>530,277</td>
<td>987,849</td>
<td>1,959,073</td>
<td>10,413,150</td>
<td>55,199,107</td>
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<tr>
<td>Total Households</td>
<td>487,555</td>
<td>894,542</td>
<td>2,451,163</td>
<td>9,289,554</td>
<td>117,716,237</td>
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<td>White</td>
<td>186,416</td>
<td>357,940</td>
<td>1,371,135</td>
<td>4,787,808</td>
<td>81,079,482</td>
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<td>Black or African American</td>
<td>130,042</td>
<td>215,579</td>
<td>396,342</td>
<td>1,158,251</td>
<td>14,343,764</td>
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<tr>
<td>Asian</td>
<td>17,540</td>
<td>49,991</td>
<td>133,372</td>
<td>370,969</td>
<td>5,203,997</td>
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<td>145,106</td>
<td>255,962</td>
<td>506,150</td>
<td>2,841,331</td>
<td>14,725,771</td>
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<tr>
<td>U.S. Citizenship Rate</td>
<td>81.6%</td>
<td>83.2%</td>
<td>88.4%</td>
<td>88.2%</td>
<td>93.0%</td>
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<tr>
<td>White</td>
<td>97.5%</td>
<td>98.0%</td>
<td>98.6%</td>
<td>98.5%</td>
<td>98.5%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>96.2%</td>
<td>96.8%</td>
<td>95.8%</td>
<td>96.5%</td>
<td>95.9%</td>
</tr>
<tr>
<td>Asian</td>
<td>60.7%</td>
<td>64.5%</td>
<td>68.4%</td>
<td>69.2%</td>
<td>72.2%</td>
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<td>62.0%</td>
<td>66.1%</td>
<td>70.7%</td>
<td>78.6%</td>
<td>77.0%</td>
</tr>
<tr>
<td>Speak English Less Than &quot;Very Well&quot;</td>
<td>22.5%</td>
<td>20.8%</td>
<td>13.6%</td>
<td>14.1%</td>
<td>8.5%</td>
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<tr>
<td>White</td>
<td>2.4%</td>
<td>2.0%</td>
<td>1.2%</td>
<td>1.1%</td>
<td>1.6%</td>
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<tr>
<td>Black or African American</td>
<td>2.1%</td>
<td>2.5%</td>
<td>2.7%</td>
<td>2.1%</td>
<td>3.0%</td>
</tr>
<tr>
<td>Asian</td>
<td>3.5%</td>
<td>34.9%</td>
<td>33.3%</td>
<td>33.1%</td>
<td>34.3%</td>
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<tr>
<td>Hispanic or Latino</td>
<td>49.5%</td>
<td>45.9%</td>
<td>38.6%</td>
<td>31.4%</td>
<td>31.6%</td>
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### Household Finances

<table>
<thead>
<tr>
<th>Data Measures</th>
<th>Dallas, TX</th>
<th>Dallas County, TX</th>
<th>Dallas-Fort Worth-Arlington, TX MSA*</th>
<th>Texas</th>
<th>United States</th>
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</thead>
<tbody>
<tr>
<td>Median Household Income</td>
<td>$45,215</td>
<td>$51,411</td>
<td>$61,330</td>
<td>$67,472</td>
<td>$55,322</td>
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<tr>
<td>Income Poverty Rate</td>
<td>19.4%</td>
<td>15.2%</td>
<td>10.8%</td>
<td>13.0%</td>
<td>11.0%</td>
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<tr>
<td>Asset Poverty Rate</td>
<td>34.7%</td>
<td>32.8%</td>
<td>27.4%</td>
<td>24.6%</td>
<td>25.5%</td>
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<tr>
<td>Liquid Asset Poverty Rate</td>
<td>45.3%</td>
<td>44.0%</td>
<td>37.2%</td>
<td>42.6%</td>
<td>36.8%</td>
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<tr>
<td>Households with Zero Net Worth</td>
<td>23.9%</td>
<td>22.5%</td>
<td>19.1%</td>
<td>15.8%</td>
<td>16.9%</td>
</tr>
</tbody>
</table>

*The Dallas-Fort Worth-Arlington, TX Metropolitan Statistical Area is defined as the 14-county region of Collin County, Dallas County, Delta County, Denton County, Ellis County, Hood County, Hunt County, Johnson County, Kaufman County, Parker County, Rockwall County, Somervell County, Tarrant County, and Wise County.

** Indicates that no data is available.
## Employment & Business Ownership / Housing & Homeownership / Educational Attainment

<table>
<thead>
<tr>
<th>Data Measures</th>
<th>Dallas, TX</th>
<th>Dallas County, TX</th>
<th>Dallas-Fort Worth-Arlington, TX MSA</th>
<th>Texas</th>
<th>United States</th>
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<tbody>
<tr>
<td><strong>Labor Force Participation Rate</strong></td>
<td>68.1%</td>
<td>66.6%</td>
<td>68.7%</td>
<td>64.5%</td>
<td>63.3%</td>
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<tr>
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<td>70.1%</td>
<td>67.3%</td>
<td>67.4%</td>
<td>63.1%</td>
<td>62.6%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>61.5%</td>
<td>66.6%</td>
<td>69.1%</td>
<td>64.9%</td>
<td>62.1%</td>
</tr>
<tr>
<td>Asian</td>
<td>69.0%</td>
<td>69.3%</td>
<td>68.4%</td>
<td>66.6%</td>
<td>64.7%</td>
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<tr>
<td>Hispanic or Latino</td>
<td>70.4%</td>
<td>71.2%</td>
<td>71.3%</td>
<td>65.9%</td>
<td>67.2%</td>
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<tr>
<td><strong>Unemployment Rate</strong></td>
<td>4.7%</td>
<td>4.8%</td>
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<tr>
<td>White</td>
<td>3.1%</td>
<td>3.8%</td>
<td>3.9%</td>
<td>4.5%</td>
<td>4.6%</td>
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<tr>
<td>Black or African American</td>
<td>7.5%</td>
<td>7.9%</td>
<td>7.1%</td>
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<td>10.1%</td>
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<tr>
<td>Asian</td>
<td>6.2%</td>
<td>3.5%</td>
<td>4.0%</td>
<td>4.7%</td>
<td>4.5%</td>
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<tr>
<td>Hispanic or Latino</td>
<td>4.2%</td>
<td>4.1%</td>
<td>4.2%</td>
<td>5.8%</td>
<td>6.7%</td>
</tr>
<tr>
<td><strong>Businesses Without Paid Employees</strong></td>
<td>81.0%</td>
<td>81.9%</td>
<td>83.4%</td>
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<td>80.4%</td>
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<tr>
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<td>79.7%</td>
<td>82.4%</td>
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<tr>
<td>Black or African American</td>
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<td>96.7%</td>
<td>96.4%</td>
<td>95.8%</td>
<td>95.8%</td>
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<tr>
<td>Asian</td>
<td>64.1%</td>
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<td>75.3%</td>
<td>74.3%</td>
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<tr>
<td>Hispanic or Latino</td>
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<td>92.5%</td>
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</table>

<table>
<thead>
<tr>
<th>Data Measures</th>
<th>Dallas, TX</th>
<th>Dallas County, TX</th>
<th>Dallas-Fort Worth-Arlington, TX MSA</th>
<th>Texas</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Business Value</strong></td>
<td>$1,389,948</td>
<td>$1,817,065</td>
<td>$1,392,984</td>
<td>$1,537,492</td>
<td>$1,213,944</td>
</tr>
<tr>
<td>White</td>
<td>$581,885</td>
<td>$691,281</td>
<td>$532,937</td>
<td>$548,280</td>
<td>$508,406</td>
</tr>
<tr>
<td>Black or African American</td>
<td>$51,266</td>
<td>$52,847</td>
<td>$52,765</td>
<td>$54,795</td>
<td>$58,119</td>
</tr>
<tr>
<td>Asian</td>
<td>$614,743</td>
<td>$485,022</td>
<td>$362,247</td>
<td>$404,183</td>
<td>$364,717</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>$108,135</td>
<td>$114,950</td>
<td>$117,607</td>
<td>$132,022</td>
<td>$143,271</td>
</tr>
</tbody>
</table>

## Educational Attainment

<table>
<thead>
<tr>
<th>Data Measures</th>
<th>Dallas, TX</th>
<th>Dallas County, TX</th>
<th>Dallas-Fort Worth-Arlington, TX MSA</th>
<th>Texas</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>High School Degree or Higher</strong></td>
<td>75.3%</td>
<td>78.0%</td>
<td>84.8%</td>
<td>62.3%</td>
<td>87.0%</td>
</tr>
<tr>
<td>White</td>
<td>95.2%</td>
<td>94.1%</td>
<td>94.3%</td>
<td>93.2%</td>
<td>92.0%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>84.5%</td>
<td>88.0%</td>
<td>89.6%</td>
<td>88.0%</td>
<td>84.3%</td>
</tr>
<tr>
<td>Asian</td>
<td>84.8%</td>
<td>85.4%</td>
<td>88.0%</td>
<td>87.2%</td>
<td>86.3%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>46.9%</td>
<td>56.0%</td>
<td>56.8%</td>
<td>63.2%</td>
<td>65.7%</td>
</tr>
<tr>
<td><strong>Bachelor's Degree</strong></td>
<td>19.5%</td>
<td>19.9%</td>
<td>21.6%</td>
<td>18.5%</td>
<td>18.8%</td>
</tr>
<tr>
<td>White</td>
<td>94.0%</td>
<td>30.3%</td>
<td>27.3%</td>
<td>24.2%</td>
<td>20.9%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>11.3%</td>
<td>14.2%</td>
<td>16.3%</td>
<td>14.0%</td>
<td>12.5%</td>
</tr>
<tr>
<td>Asian</td>
<td>30.1%</td>
<td>30.3%</td>
<td>31.4%</td>
<td>30.7%</td>
<td>29.9%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>5.5%</td>
<td>6.4%</td>
<td>8.3%</td>
<td>9.4%</td>
<td>10.0%</td>
</tr>
<tr>
<td><strong>Graduate or Professional Degree</strong></td>
<td>11.5%</td>
<td>10.7%</td>
<td>11.2%</td>
<td>9.6%</td>
<td>11.5%</td>
</tr>
<tr>
<td>White</td>
<td>19.6%</td>
<td>17.4%</td>
<td>13.1%</td>
<td>12.3%</td>
<td>12.8%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>4.6%</td>
<td>6.6%</td>
<td>8.0%</td>
<td>7.7%</td>
<td>7.3%</td>
</tr>
<tr>
<td>Asian</td>
<td>25.3%</td>
<td>25.4%</td>
<td>27.0%</td>
<td>26.3%</td>
<td>22.2%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>2.2%</td>
<td>2.4%</td>
<td>3.4%</td>
<td>3.7%</td>
<td>3.8%</td>
</tr>
</tbody>
</table>
Building High Impact Nonprofits of Color
Questions?