



# City of High Point

Municipal Office Building  
211 S. Hamilton Street  
High Point, NC 27260

## Meeting Agenda

### Transparency, Engagement, and Communication Committee

*Mayor Pro Tempore Michael Holmes, Chair*  
*Council Member Amanda Cook*  
*Council Member Dr. Patrick Harman*  
*Council Member Britt Moore*

*Cyril Jefferson, Mayor (Alternate)*

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Wednesday, March 20, 2024

9:00 AM

Council Chamber

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### Transparency, Engagement, and Communications - Chair Michael Holmes

#### CALL TO ORDER

1. [2024-110](#) Presentation Regarding the Racial Equity Scorecard  
YWCA of High Point will provide an update on the Racial Equity Scorecard.  
*Attachments:* [Racial Equity Scorecard](#)
2. [2024-111](#) Update Regarding a Proposal from Clark Powell for Equipment Upgrades for Video Capturing Capabilities to Stream Meetings to Various Platforms  
Staff will provide an update regarding a proposal from Clark Powell for equipment upgrades to accommodate streaming capabilities to various platforms and provide information regarding an additional Communications Specialist position.  
*Attachments:* [Technology Upgrades for Video Streaming](#)

#### ADJOURNMENT

# CITY OF HIGH POINT

## AGENDA ITEM



<b>TITLE:</b> Racial Equity Scorecard presentation	
<b>FROM:</b> Eric Olmedo, Assistant City Manager	<b>MEETING DATE:</b> March 20, 2024
<b>PUBLIC HEARING:</b> N/A	<b>ADVERTISED DATE/BY:</b> N/A
<b>ATTACHMENTS:</b> Presentation	

### **PURPOSE:**

To update the Transparency, Engagement and Communications Committee on the Racial Equity Scorecard that was prepared for the YWCA of High Point.

### **BACKGROUND:**

The YWCA of High Point worked with Dr. Stephen Sills from the National Institute of Minority Economic Development to create the Racial Equity Scorecard. Dr. Sills analyzed current reports and studies to develop baseline statistics of the racial disparities in High Point.

### **BUDGET IMPACT:**

None.

### **RECOMMENDATION / ACTIONS REQUESTED:**

Information only. No action required.



eliminating racism  
empowering women

**ywca**

High Point

# RACIAL EQUITY SCORECARD

## HIGH POINT, NC 2023

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YWCA High Point is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

155 W Westwood Ave  
High Point, NC 27262

336.882.4216  
[ywcahp.com](http://ywcahp.com)

# INTRODUCTION

YWCA of High Point is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.

YWCA High Point's core areas of focus are:

- Racial Justice and Civil Rights
- Empowerment and Economic Development
- Health and Safety

Through our work, we determined a “State of Race” scorecard is needed to accurately share data points and facilitate conversations about race in the High Point community. To create the Racial Equity Scorecard, YWCA worked with Dr. Stephen Sills from the National Institute of Minority Economic Development. Dr. Sills analyzed current reports and studies to develop baseline statistics of the racial disparities in High Point.

Community advocates and stakeholders with YWCA High Point leadership chose topics to include in the Racial Equity Scorecard. The group participated in a structured process to determine what measures would most effectively illustrate the state of race as it is today.

Topics include:

- Income and Wealth
- Education
- Public Safety
- Health
- Civic Engagement and Digital Equity
- Transportation and Food Access

These disparities arise from historical policies that systematically devalued Black communities. The Scorecard aims to offer vital data that guides strategic planning, policy-making, and resource allocation to address racial disparities. By visually representing data, it ensures accessibility for various stakeholders and aids in monitoring progress, spotting trends, and guiding policy and resource decisions.

The progress of each statistic will be tracked over time and documented to provide a resource of recommendations for the High Point community. The following steps are to identify evidence-based programs throughout the community to reduce disparities across systems.



### 37%

of Black households **own** a home vs. **67%** of White households



### 55%

of Black **renter** households are cost burdened vs. **42%** of White renter households

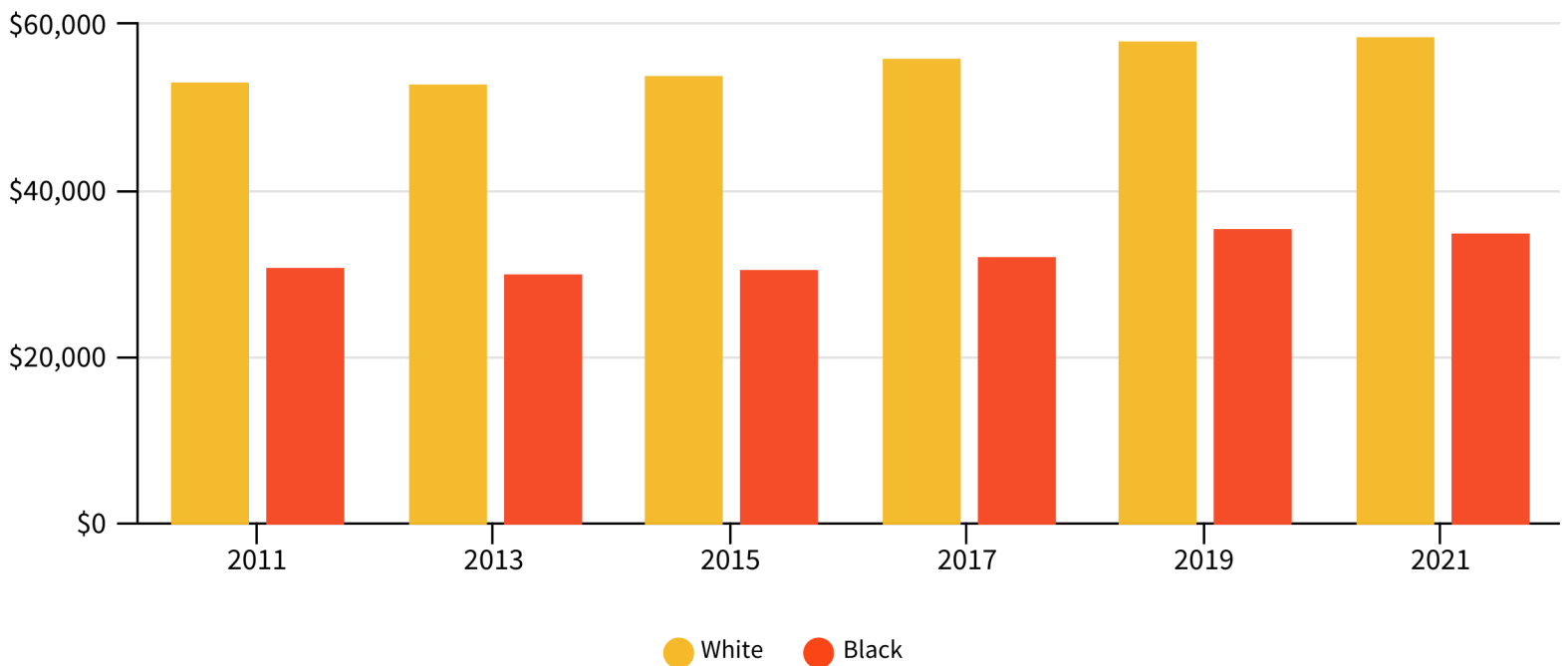


### 57%

of Black mortgage applicants were **approved** vs. **67%** of White applicants

The poverty rate for Black households is **24%** vs. **13%** for White households.

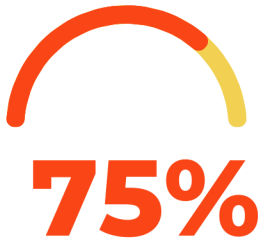
**Black households earn 40% less income than White households.**



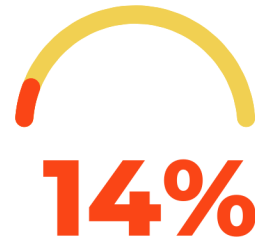
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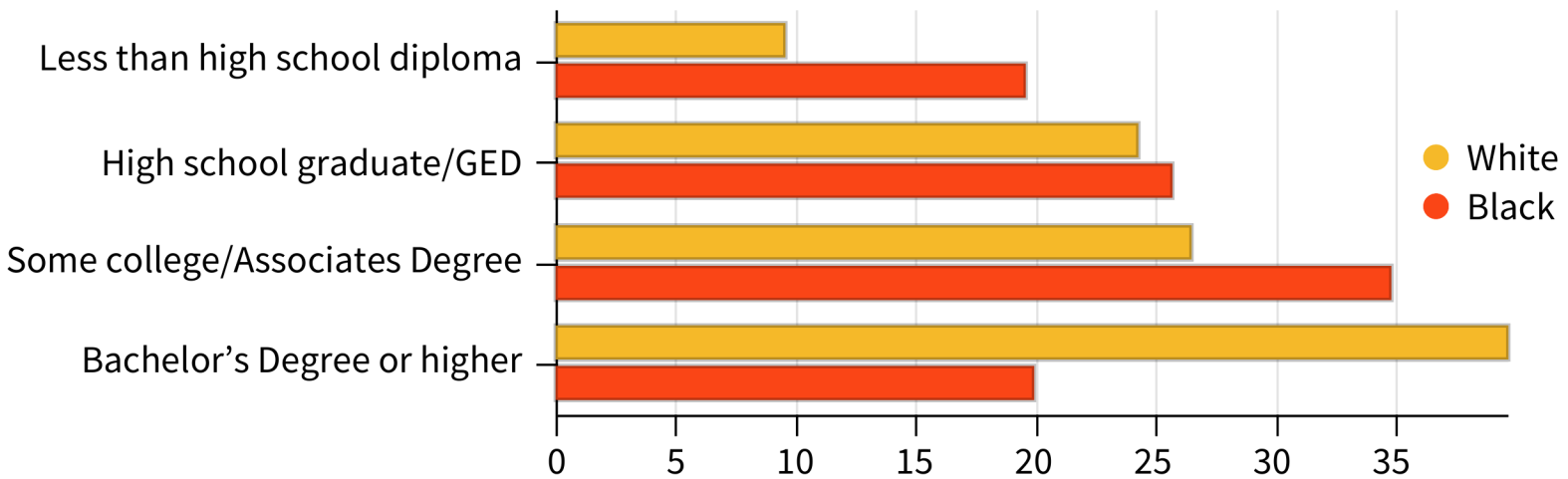


of K-12 public schools in High Point  
rank in the **lowest 50%** of NC



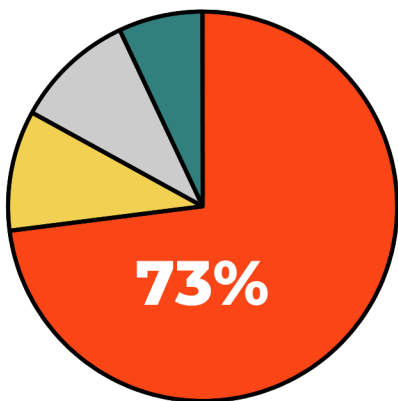
of students dropout before graduation

### Educational Attainment

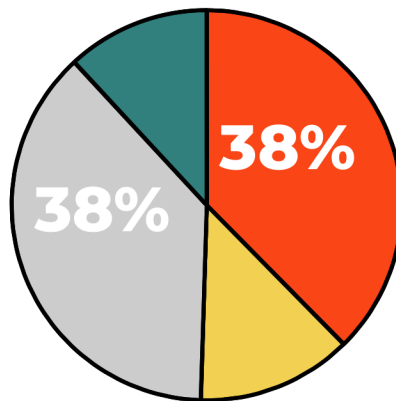


### GCS K-12 Enrollment

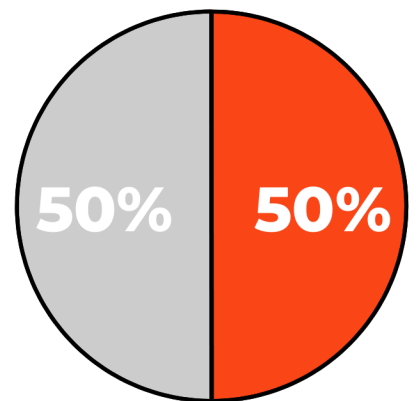
**42%** ● Black    **28%** ● White    **18%** ● Hispanic    **12%** ● Other



**Short-Term  
Suspensions**



**Long-Term  
Suspensions**



**Expulsions**

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While Black individuals comprise **35%** of the population, **49%** of traffic stops were for Black drivers and passengers.



**54%**

of all arrests were for low-level, non-violent offenses



**55%**

of arrestees were Black vs. **43%** White



**45%**

police used more force per arrest than **45%** of departments

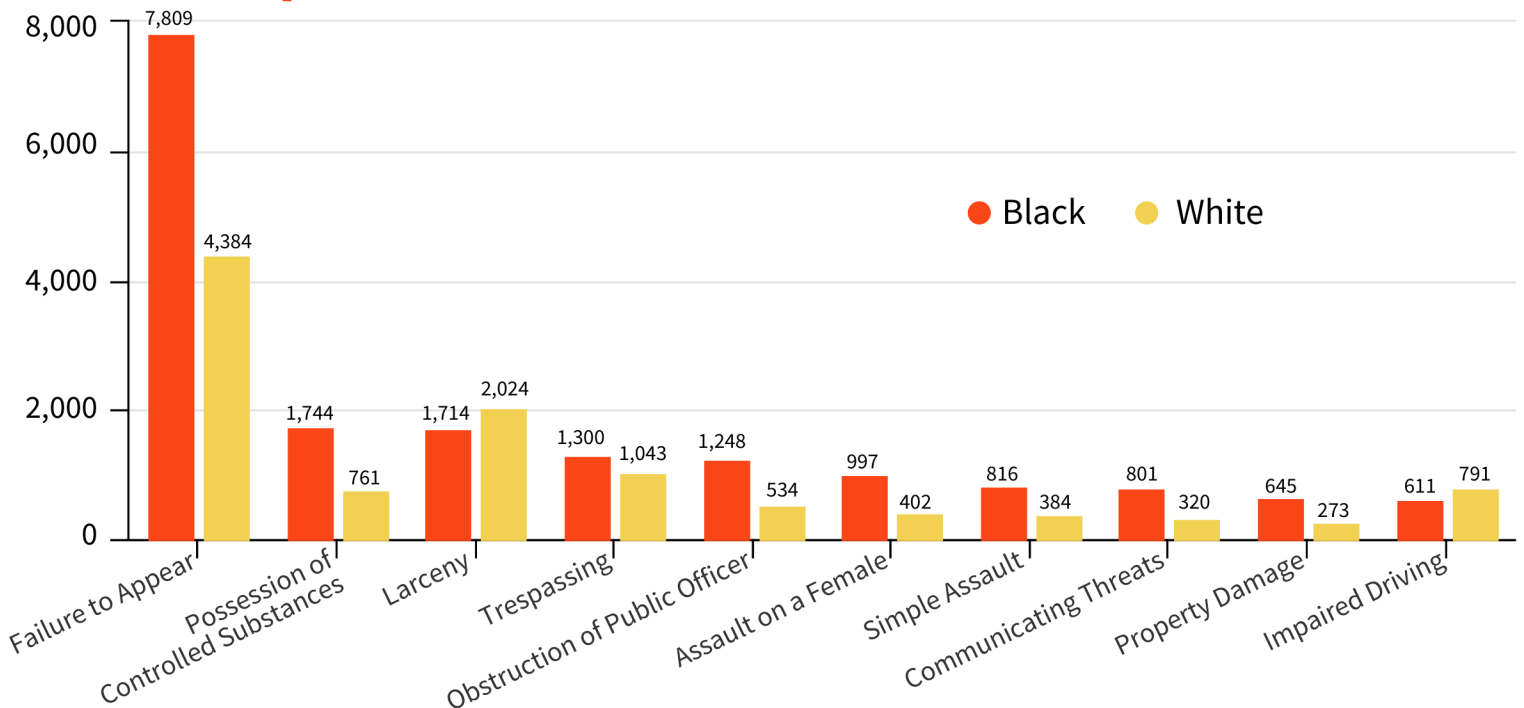


**90%**

of High Point police officers are White

**231** more officers per population than **82%** of departments nationally  
**officers**

## Top 10 Police Incidents, Black vs White



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## Violent Crimes



**73%**

Black Offenders



**63%**

Black Victims

## Property Crimes



**49%**

Black Offenders

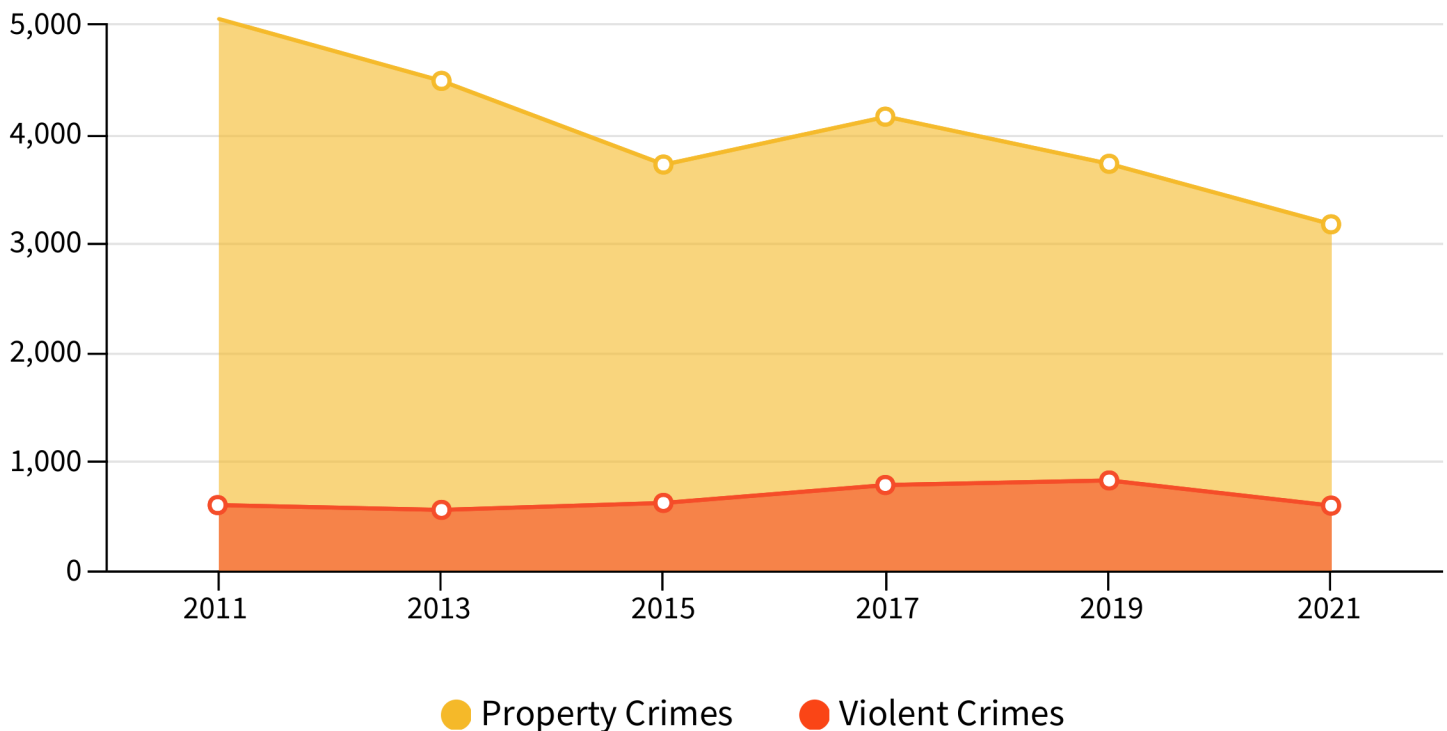


**43%**

Black Victims

**72%** of High Point residents worry about violence and crime

**In 2021, 3,174 property crimes and 595 violent offenses were reported by the High Point Police Department.**



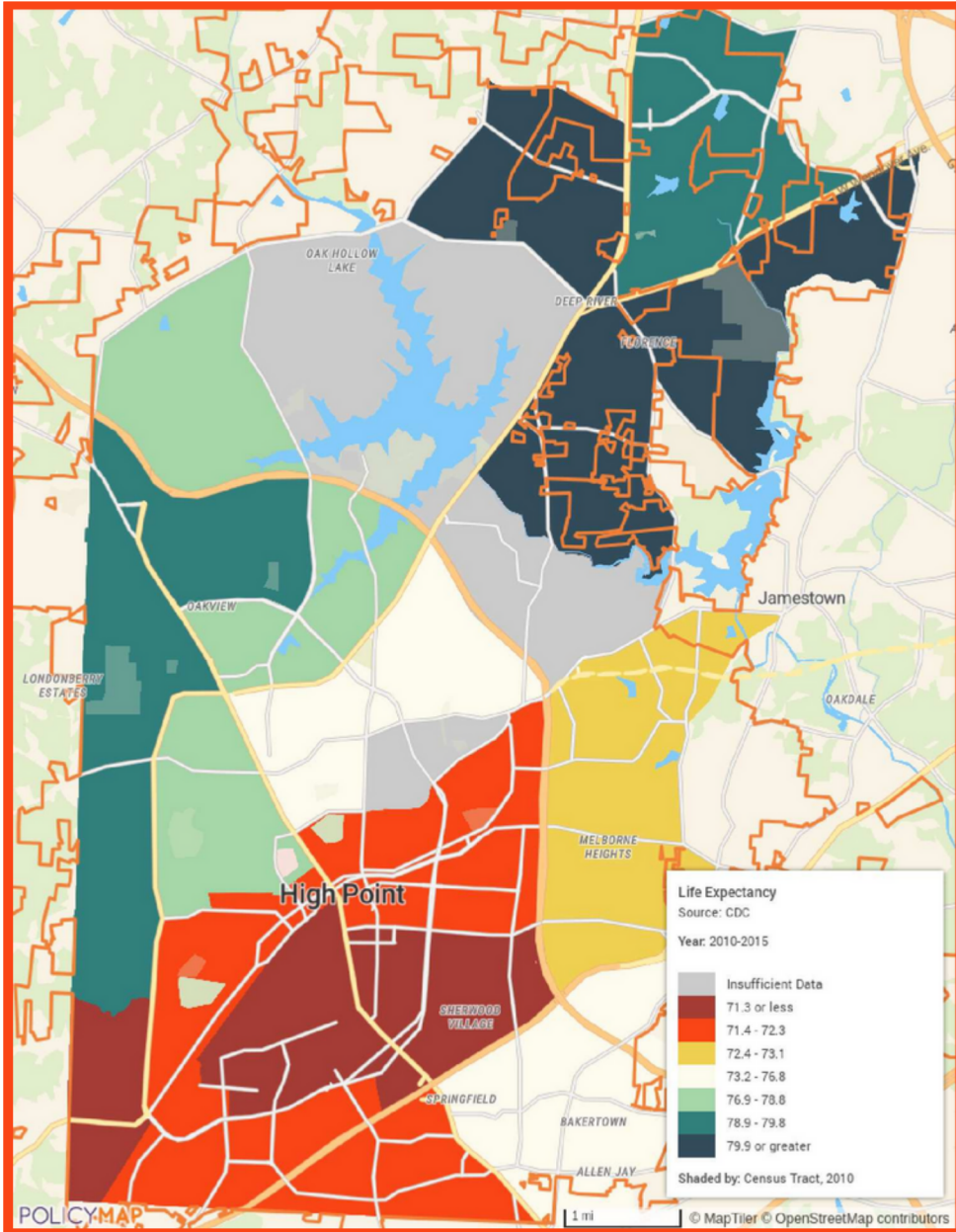
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**13.4** Black infant mortality vs **4.5 per**  
per 1,000 **1,000 births** White infant mortality



Life expectancy varies by more than **15 years** depending on Census Tract.



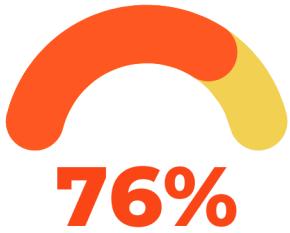
**169.5** per 100k  
Cancer Death Rate  
Black Residents vs.  
**144.0** White Residents



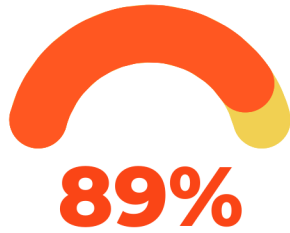
**161.4** per 100k  
Heart Disease Death Rate  
Black Residents vs.  
**129.0** White Residents



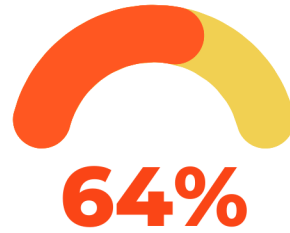
**42.2** per 100k  
Diabetes Death Rate  
Black Residents vs.  
**18.6** White Residents



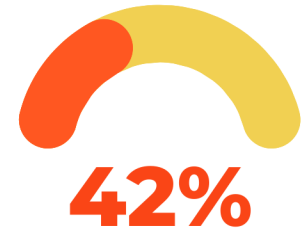
of Black households have broadband vs. **89%** of White households



of Black households have a computer vs. **94%** of White households



of eligible High Point residents voted in local, state, or federal elections in last 12 months



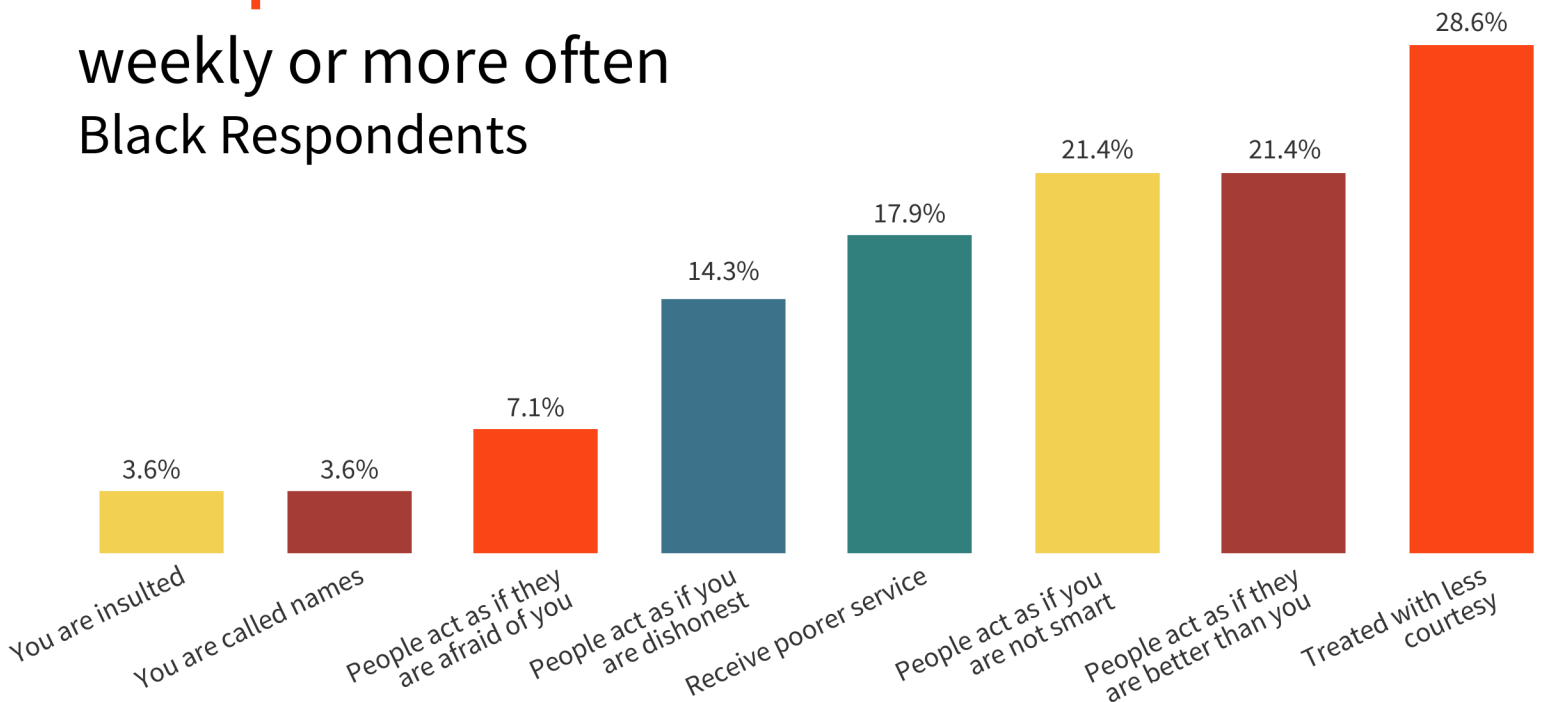
of age eligible Black residents are registered to vote vs **51%** of White residents

**x10**

Black residents were **10 times** as likely to report acts of discrimination on a weekly or more often basis, as White residents

## Perceptions of Discrimination

weekly or more often  
Black Respondents



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**11%** of Black households in High Point have no access to a vehicle vs. **4%** of White households



### **31%** SNAP

**31%** Black households on SNAP/EBT vs. **10%** of White households



### **\$8,951**

Median household annual food expenditure (2022) or **25%** Black household median income



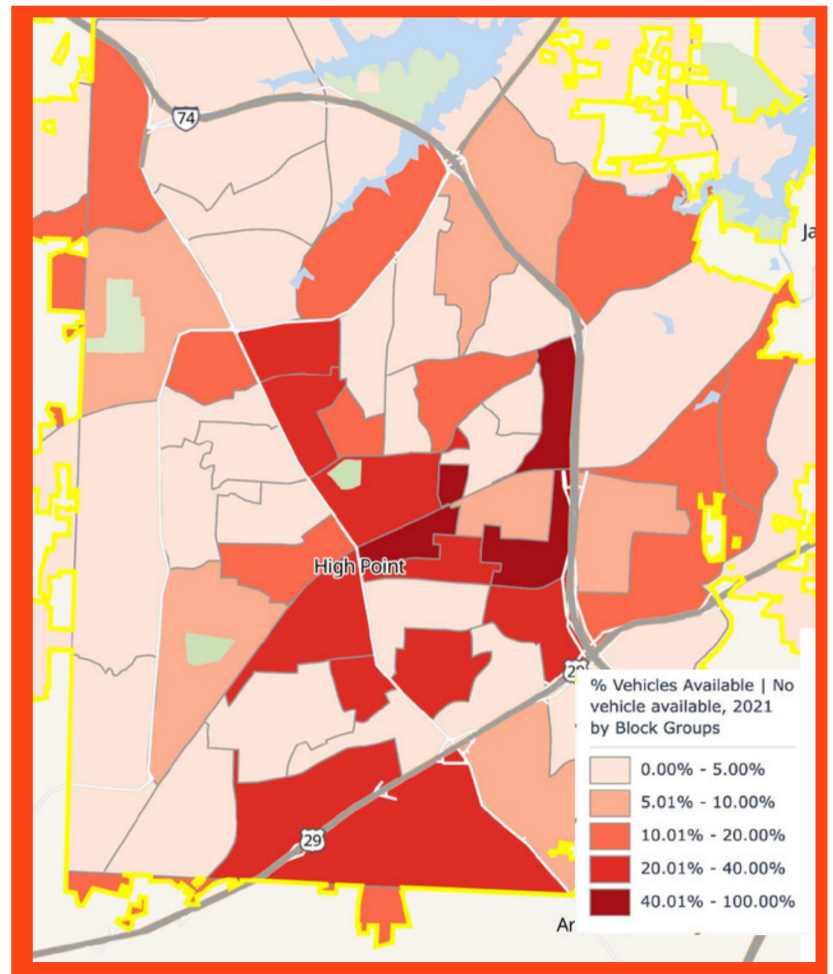
### **58%** tracts

**58%** of Census Tracts designated as low income/ low food access



### **6,815** residents

Residents reporting to eat less than **one serving** of fruit/vegetables per day



Over **40%** of households in some neighborhoods lack transportation, critically limiting their access to employment, education, food, and healthcare.

## **Expand Job Opportunities & Wage Equity:**

*Establish programs that offer job training, career advancement opportunities, and promote pay equity. This can help increase the income of Black households, reducing the poverty rate.*

## **Promote Home Ownership & Fair Lending:**

*Expand existing downpayment assistance programs that teach low-and-moderate-income households the home-buying process and financial management. Also, implement partnerships with preferred lending institutions that have proven fair lending practices for minority mortgage applicants.*

## **Affordable Housing Initiatives:**

*Develop more affordable housing options for renter households to reduce the cost burden. Increase the availability of Housing Choice Vouchers in areas with high rental costs and work with landlords to ensure their participation.*

## **Address Systemic Racism in Schools:**

*Implement policies to reduce the disproportionate rate of suspensions and expulsions of Black students. Promote conflict resolution, trauma-informed care, cultural competency, diversity and inclusion training for teachers and staff.*

## **Crime Prevention & Community Engagement:**

*Promote community engagement in safety initiatives while ensuring law enforcement develops inclusive community policing strategies. Integrate social worker co-responders to foster trust with Black residents. Additionally, implement proactive programs to prevent crime and offer alternatives for disengaged youth.*

## Improve Access to Quality Prenatal Care:

*Increase funding and outreach for prenatal care programs to ensure they are accessible for Black mothers. Establish more community health centers, offer mobile health services, and promote early prenatal care through awareness campaigns.*

## Improve Access to Quality Healthcare:

*Implement initiatives targeting the high rates of heart disease, cancer, and diabetes among Black residents. This could include increasing funding for community health centers, offering free or reduced-cost screenings, and promoting healthier lifestyles through culturally appropriate interventions.*

## Enhance Voter Registration Efforts:

*Create campaigns to increase voter registration among Black residents, ensuring their representation in local, state, and federal elections.*

## Promote Digital Inclusion:

*Provide affordable, high-speed internet access for low-income households and promote digital literacy programs in schools and libraries. This can help bridge the digital divide, improving access to online education, employment, and healthcare resources.*

## Improve Public Transportation:

*Enhance public transportation options, particularly in neighborhoods with high levels of households without access to a vehicle. This can improve access to employment, education, food, and healthcare.*

### BACKGROUND:

The Racial Equity Scorecard, developed by Dr. Stephen Sills from the National Institute of Minority Economic Development, gives an overview of racial disparities in High Point, NC. These disparities arise from historical policies that systematically devalued Black communities. The Scorecard's purpose is to offer vital data that guides strategic planning, policy-making, and resource allocation to address racial disparities. By visually representing data, it ensures accessibility for various stakeholders and aids in monitoring progress, spotting trends, and guiding policy and resource decisions.

### SOURCES:

- Center for Disease Control and Prevention. PLACES: Local Data for Better Health. Available at: <https://www.cdc.gov/places/index.html>
- Consumer Expenditure (CE) Public Use Microdata (PUMD) SimplyAnalytics Database. Available at: <https://simplyanalytics.com/>
- Federal Bureau of Investigation. Crime Data Explorer. Available at: <https://cde.ucr.cjis.gov/>
- Nationwide Police Scorecard Available at: <https://policescorecard.org/nc/police-department/high-point>
- Federal Financial Institutions Examination Council. Home Mortgage Disclosure Act (HMDA) Data. Available at: <https://www.ffiec.gov/default.htm>
- High Point Police Dept. Annual Report. Available at: <https://www.highpointnc.gov/DocumentCenter/View/15993/2020-ANNUAL-REPORT-FINALpdf>
- NC Department of Public Instruction. Short-Term Suspensions, Long-Term Suspensions, and Expulsions in PSUs by Sex and Ethnicity, 2021-2022. Available at: <https://www.dpi.nc.gov/>
- Police Scorecard. High Point Police Department. Available at: <https://policescorecard.org/nc/police-department/high-point>
- Public School Review. <https://www.publicschoolreview.com/north-carolina/guilford-county>
- Research, Policy, and Impact Center, Detroit Area Study Discrimination Questionnaire (DAS-DQ) Administered to High Point Residents 2023.
- US Census Bureau American Community Survey. PolicyMap Database. Available at: <https://policymap.com>
- US Census Bureau American Community Survey. SimplyAnalytics Database. Available at: <https://simplyanalytics.com/>

**This project was supported by a grant from the Foundation for a Healthy High Point and the YWCA High Point.**

**LEARN MORE:**



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