



# The Dallas Business Case for Racial Equity

*Preview of Findings*

Presented By:  
Coda Rayo-Garza  
Director of Research and Data, Every Texan

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THE RESEARCH QUESTION:

# How Much Does Dallas Stand To Gain In Economic Output by Closing the Racial Equity Gap?

## Areas of Opportunity:

- Overall Economic Gains
- Housing
- Education
- Health
- Community Safety and Justice

# Stakeholder Engagement

# Initial Convening of Community Collaborators

**November 2023**

## **Partners Present:**

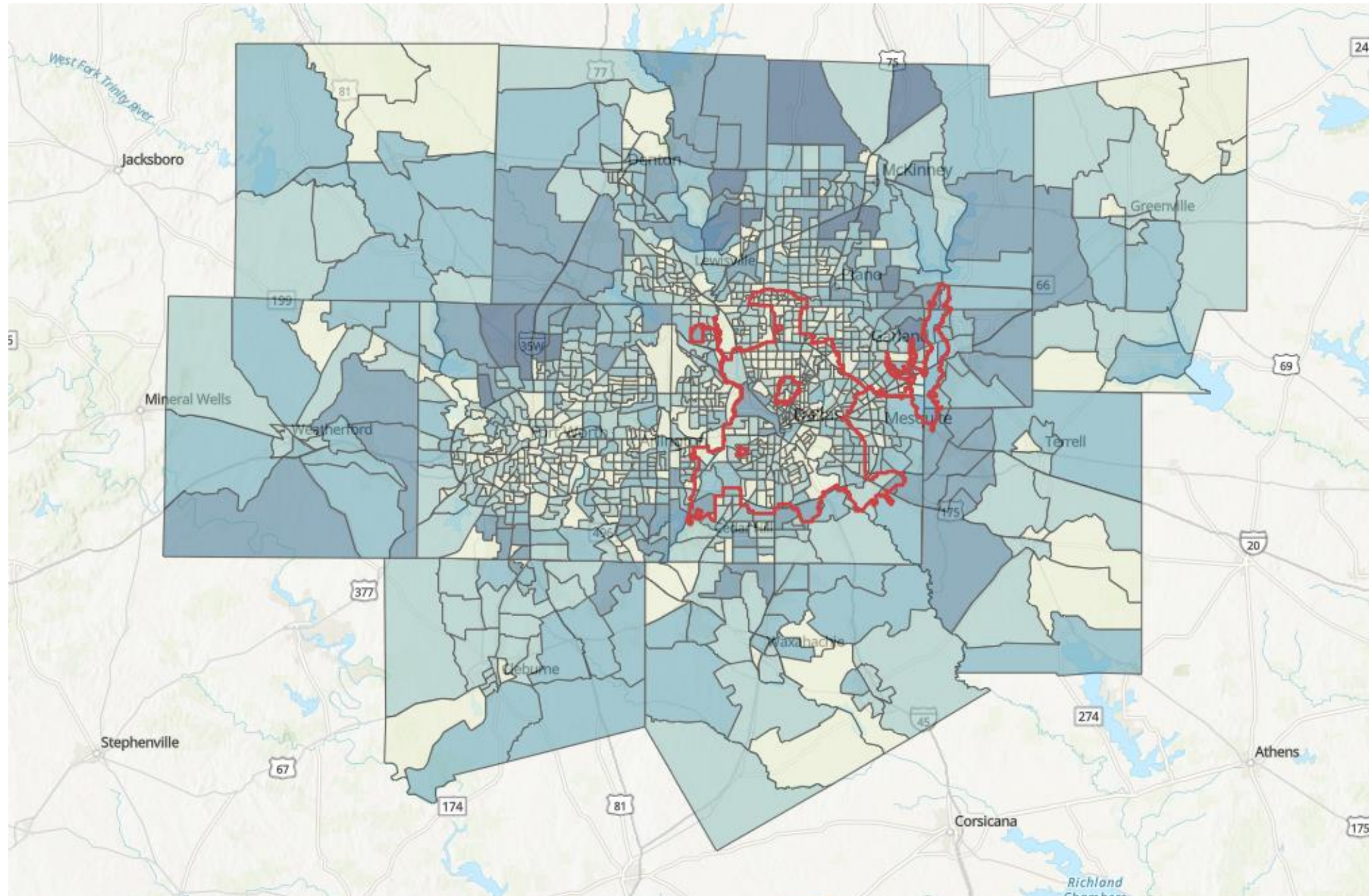
- Dallas County
- Dallas Foundation
- DHA Housing Solutions for North Texas
- Dallas ISD
- Parkland Hospital
- Paul Quinn College
- Richardson ISD
- UNT Dallas

# Community Outreach & Engagement

- Philanthropic Stakeholders
- Government Leadership
- Business Perspective
- Real Estate Perspective
- Diversity, Equity, and Inclusion Perspective
- Academic Perspective

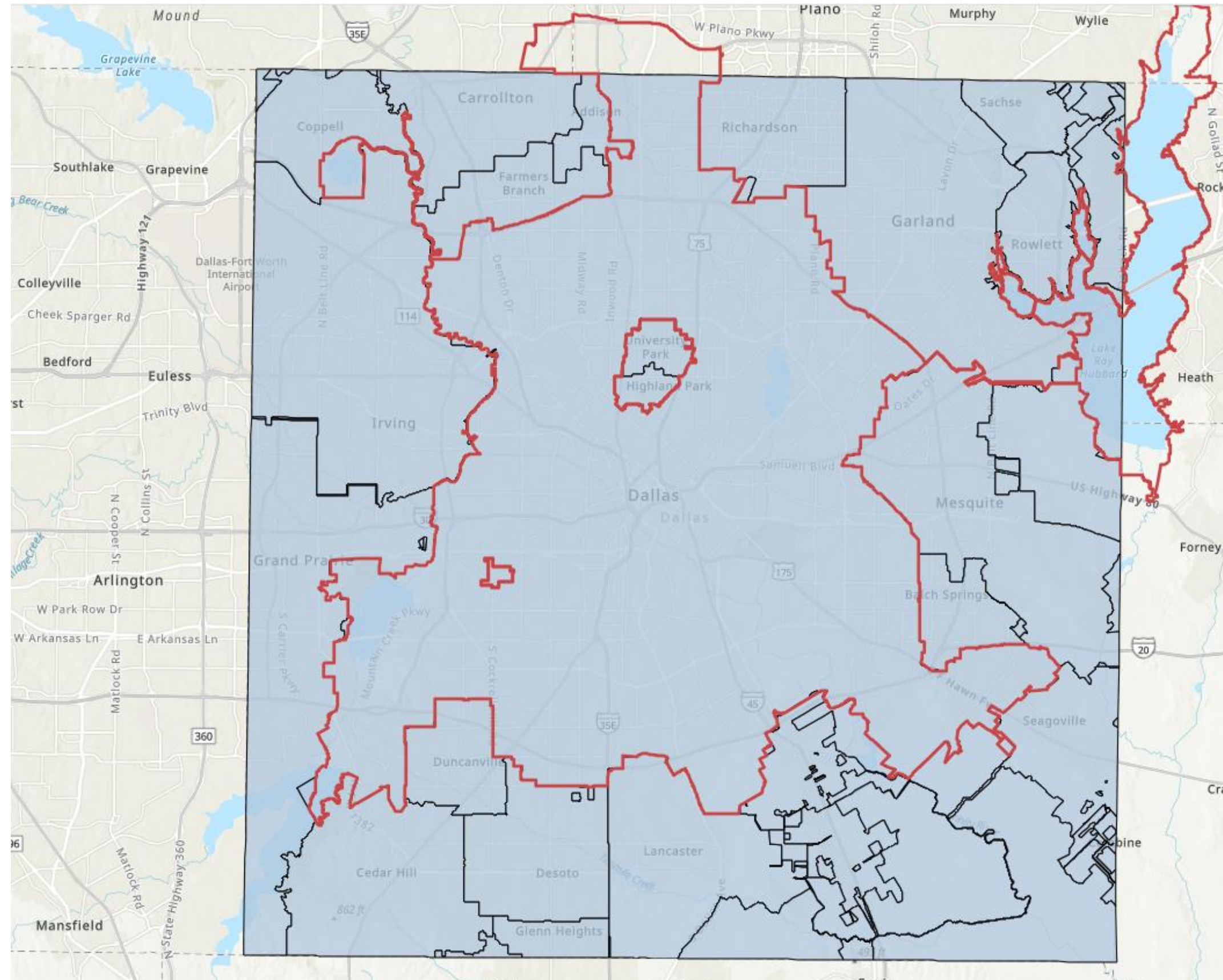
# Methodology

# A Note On Geographies and Data Availability



**Dallas MSA**

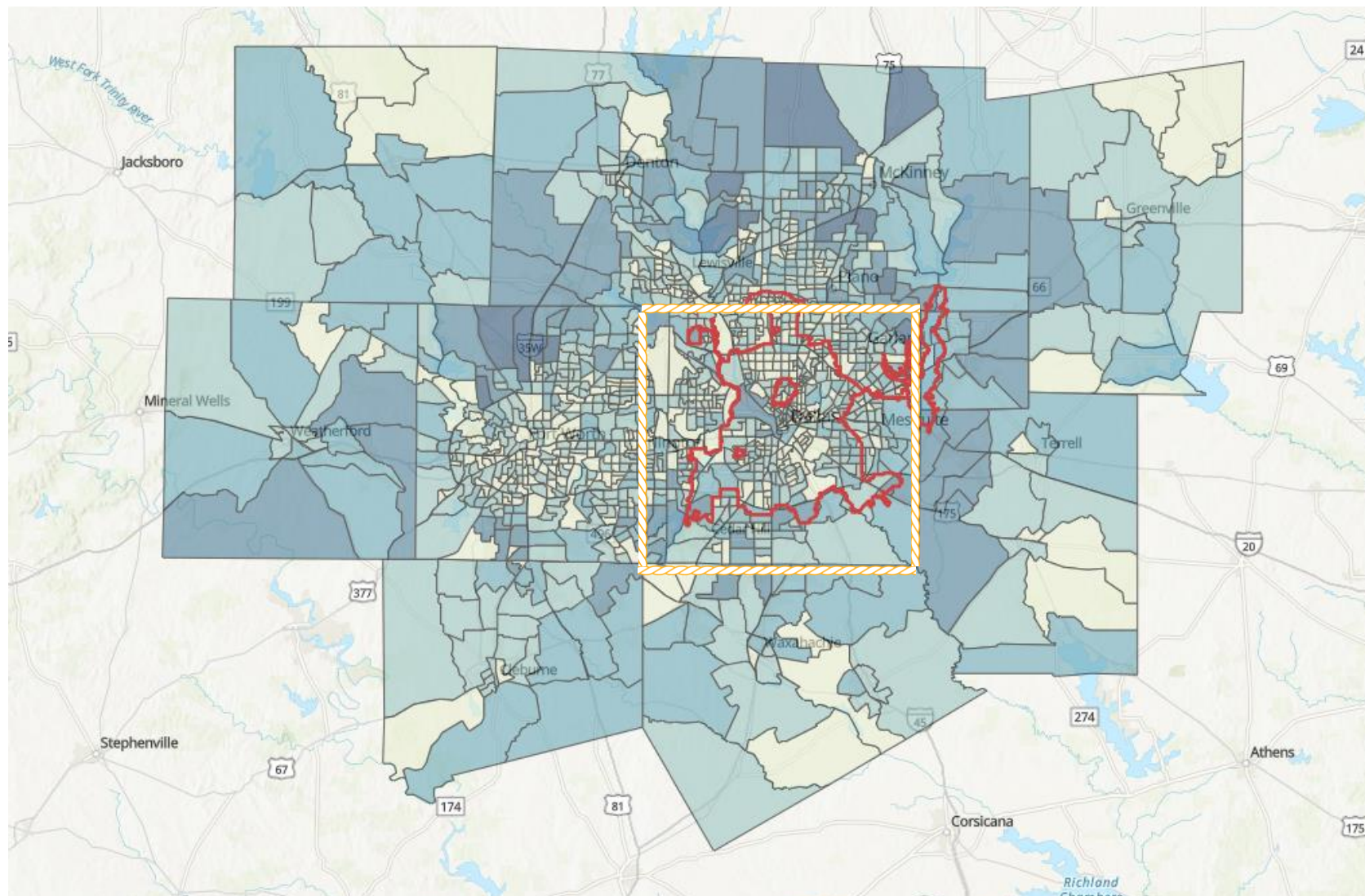
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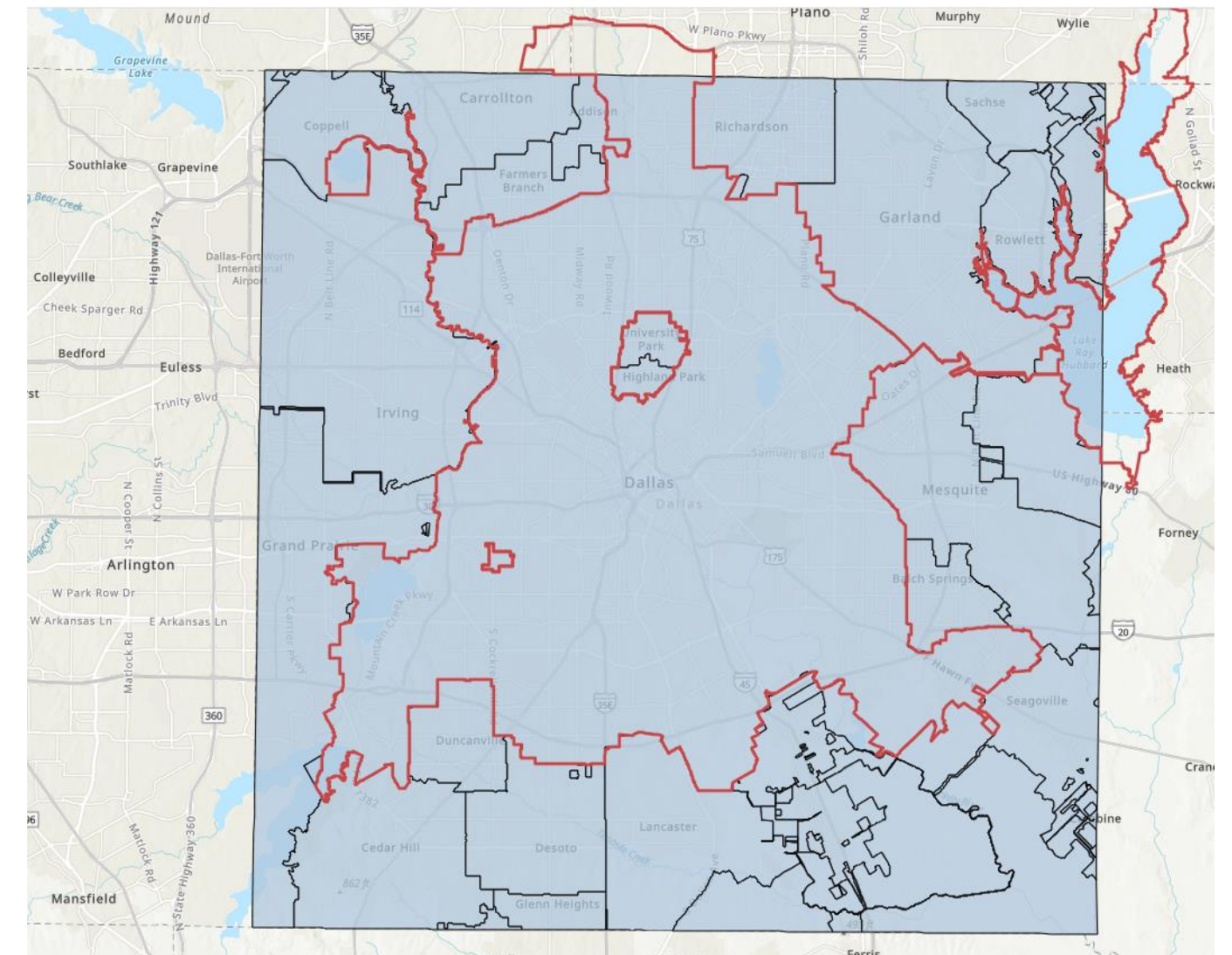
**Dallas County**



# A Note On Geographies and Data Availability



**Dallas MSA**



**Dallas County**

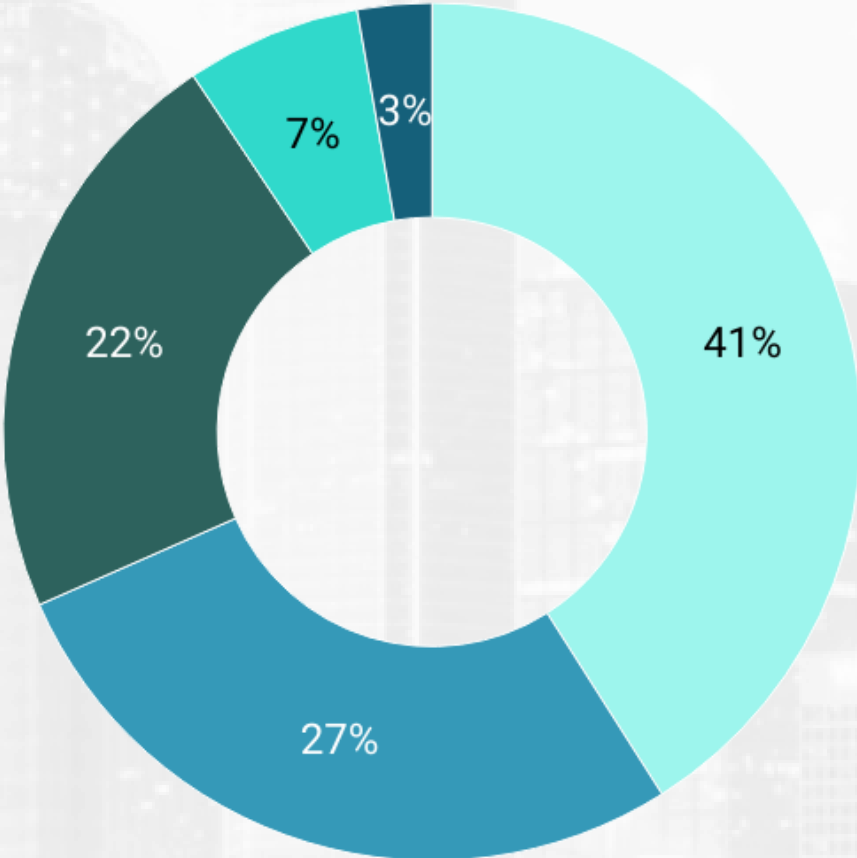
# Dallas's Changing Demographic Landscape

Current Demographic Estimates and Projections into 2050

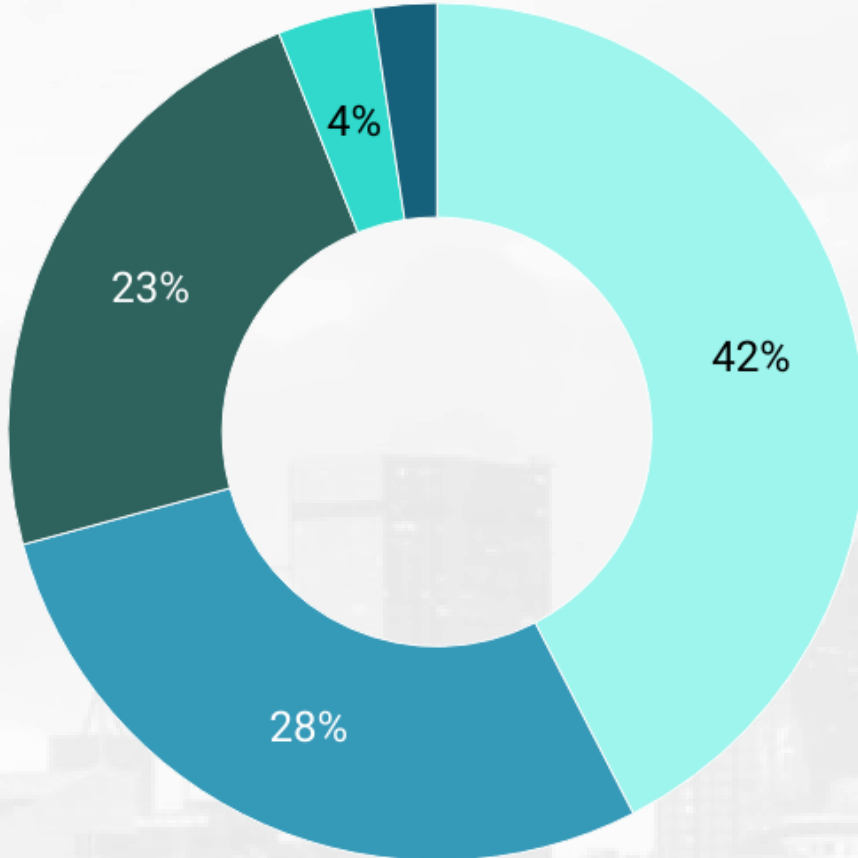
# Mirroring state trends, the racial and ethnic diversity of Dallas is expected to grow.

## Diversity Snapshot: Racial and Ethnic Makeup of Dallas City and County

- Hispanic or Latino (of any race)
- White Alone
- Black or African American Alone
- Asian Alone
- Other



Dallas County



Dallas City

Chart: Every Texan • Source: U.S. Census Bureau. (2022). ACS Demographic and Housing Estimates. American Community Survey, ACS 5-Year Estimates Data Profiles, Table DP05 • Created with Datawrapper

# By 2030, the majority of the Dallas County workforce will be predominantly made up of people of color.

## Projected Composition of Dallas County Working Age Population

Ages 18-64

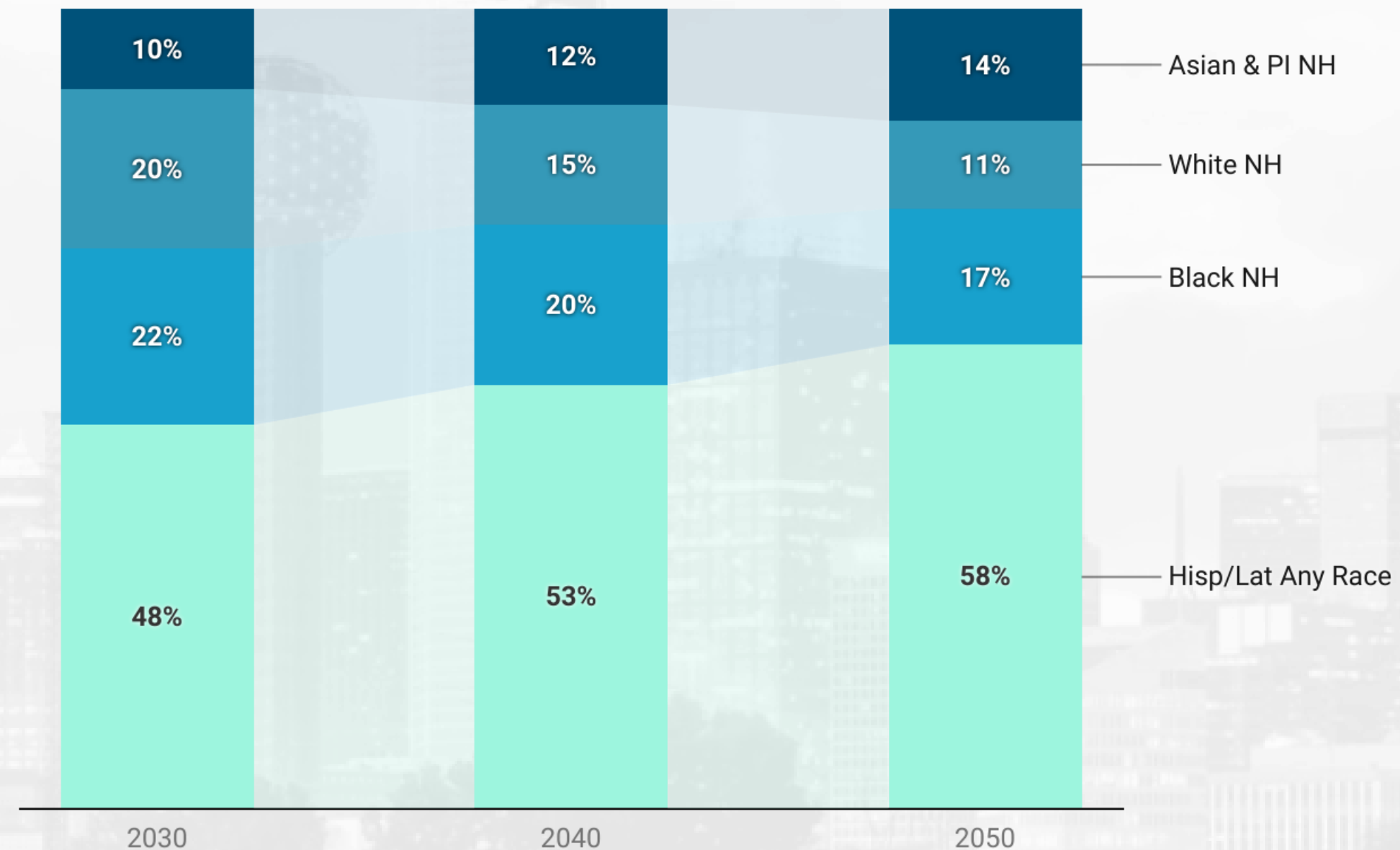


Chart: Every Texan • Source: Woods & Poole, 2023 • Created with Datawrapper

# Overall Economic Gains

Achieving Racial Equity in Dallas Yields Powerful Economic Gains

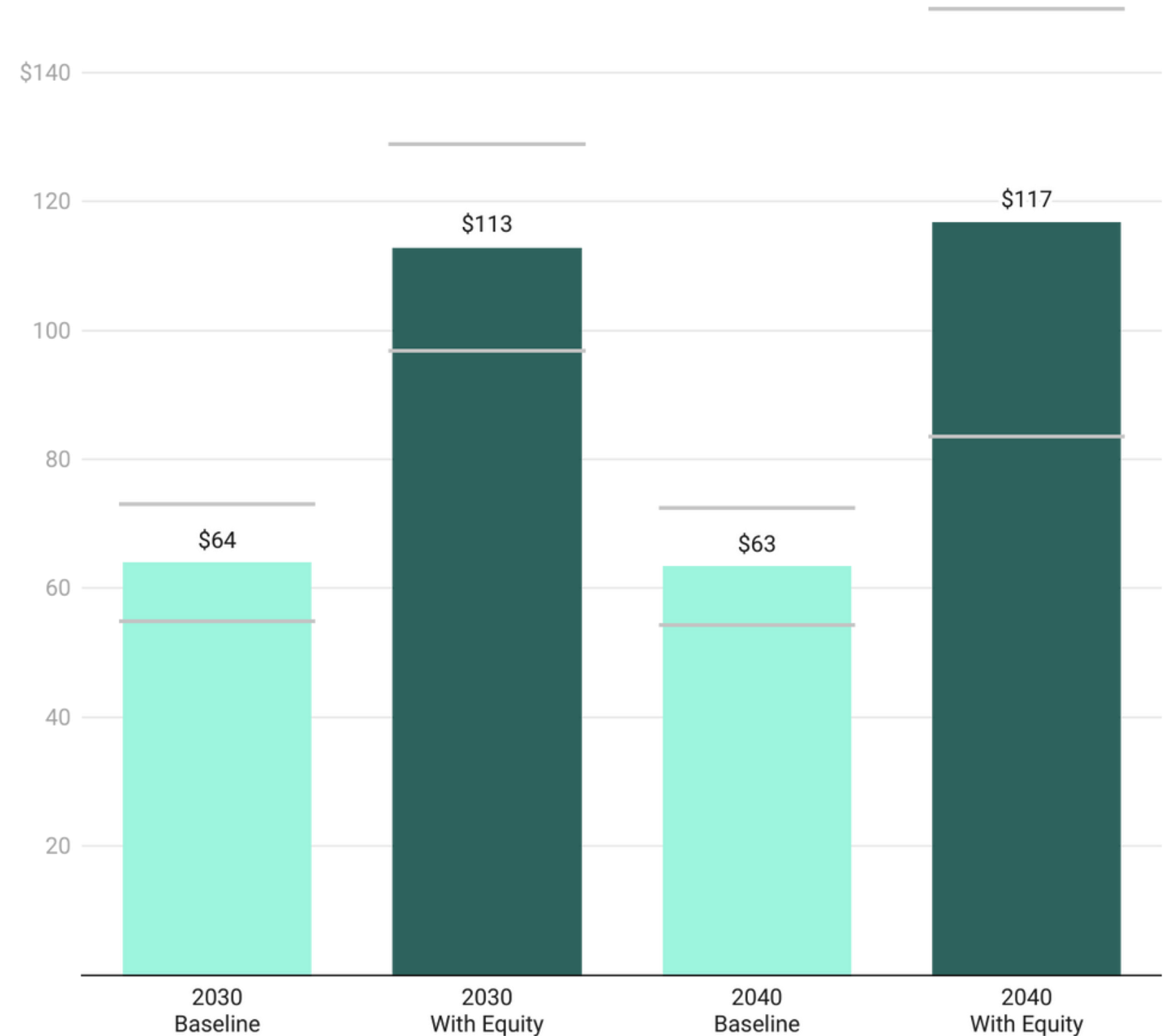
# Overall Economic Gains

If racial equity was achieved in Dallas County (raising the average earnings of people of color to match those of Whites), it is estimated that total earnings for the working age population would increase over the years.

**In 2030 alone, that's an earnings difference of \$49 billion dollars.**

## Projected Total Earnings for Working Age Dallas County Residents, 2030-2040

Comparing Scenarios with and without earnings equity. (In billions of dollars)



Light gray lines indicate margins of error.

Chart: Analysis by Every Texan • Source: Woods and Poole & National Equity Atlas

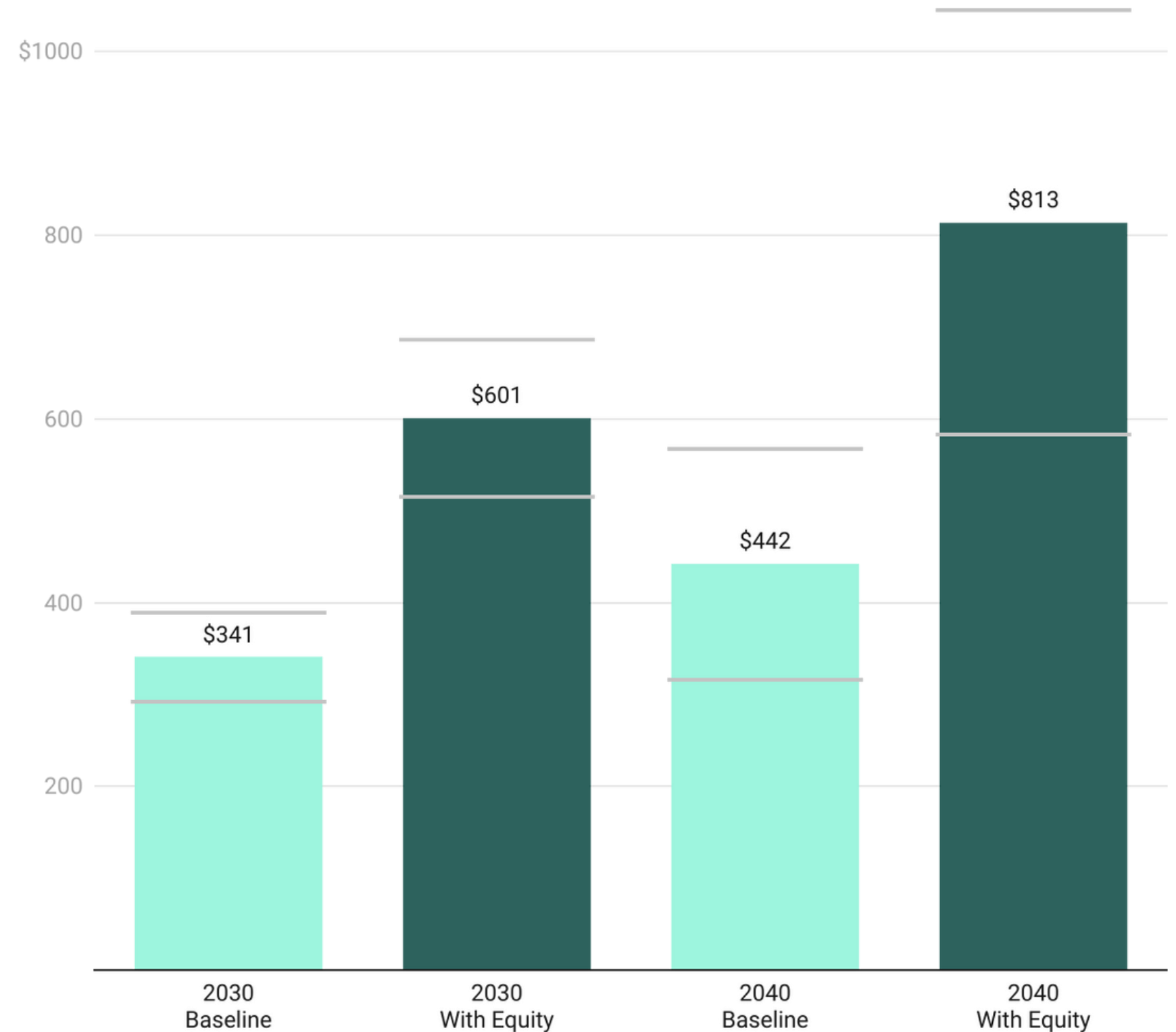
# Overall Economic Gains

Achieving earnings equity could have a substantial effect on the economy of Dallas County.

By attaining earnings equity, the Gross Regional Product (GRP) for Dallas in 2030 could **nearly double to \$601 billion** from \$341 billion.

## Gross Regional Product (GRP) Projections, 2030-2040

Comparing Scenarios with and without earnings equity. (In billions of dollars)



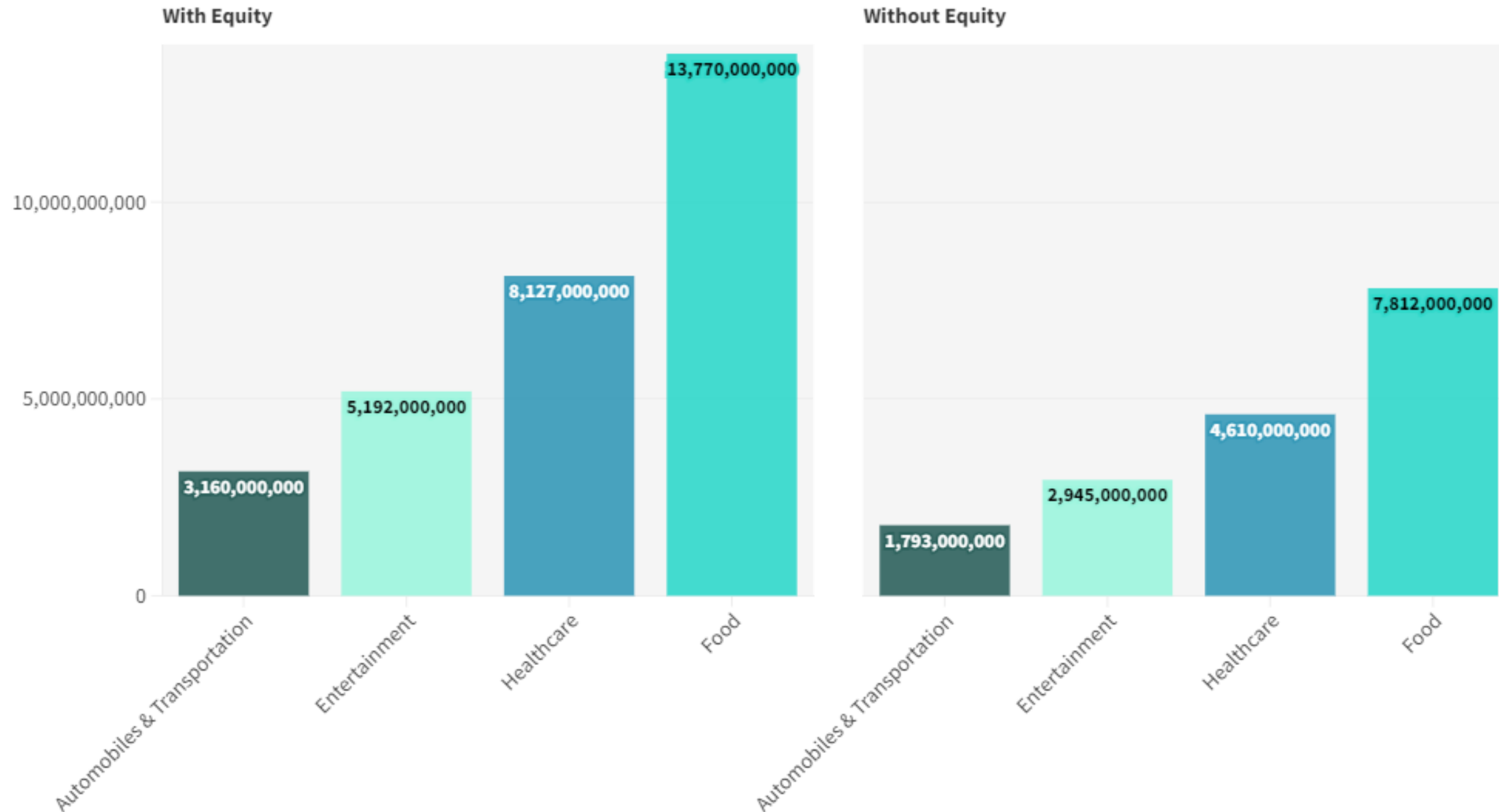
Light gray lines indicate margins of error.

Chart: Analysis by Every Texan • Source: Woods and Poole & National Equity Atlas

# Overall Economic Gains: Consumer Expenditure Gains

## Equitable Earnings in Dallas Would Increase Spending Power

Consumer Expenditure Scenarios in Dallas County for 2030



In 2030 alone, the projected difference in consumer expenditures totals over **\$21 million**.



# Education

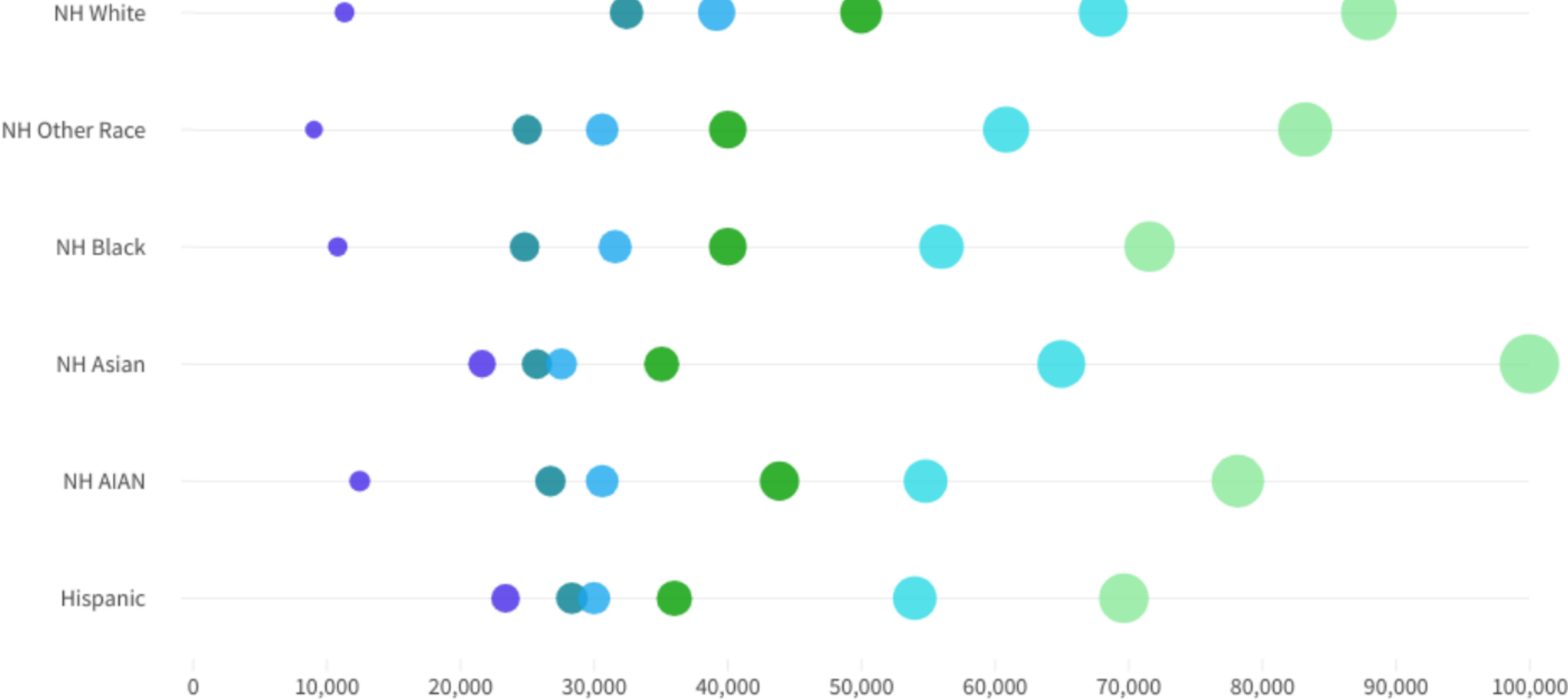
Racial Equity Quantified in Two Ways

# Education

## Median Income for Dallas County Residents

2022 5-Year ACS Estimates

● LT\_HS ● HSD\_GED ● AssocDegree ● SomeColl ● BachelorDegree ● GradDegree



Source: Every Texan Analysis of American Community Survey, 2022 5-Year Estimates via IPUMS

# Education

## Potential Economic Impact of Closing Graduation Rate Gaps

BLACK HS GRADUATES

**\$5,774,000**

HISPANIC HS GRADUATES

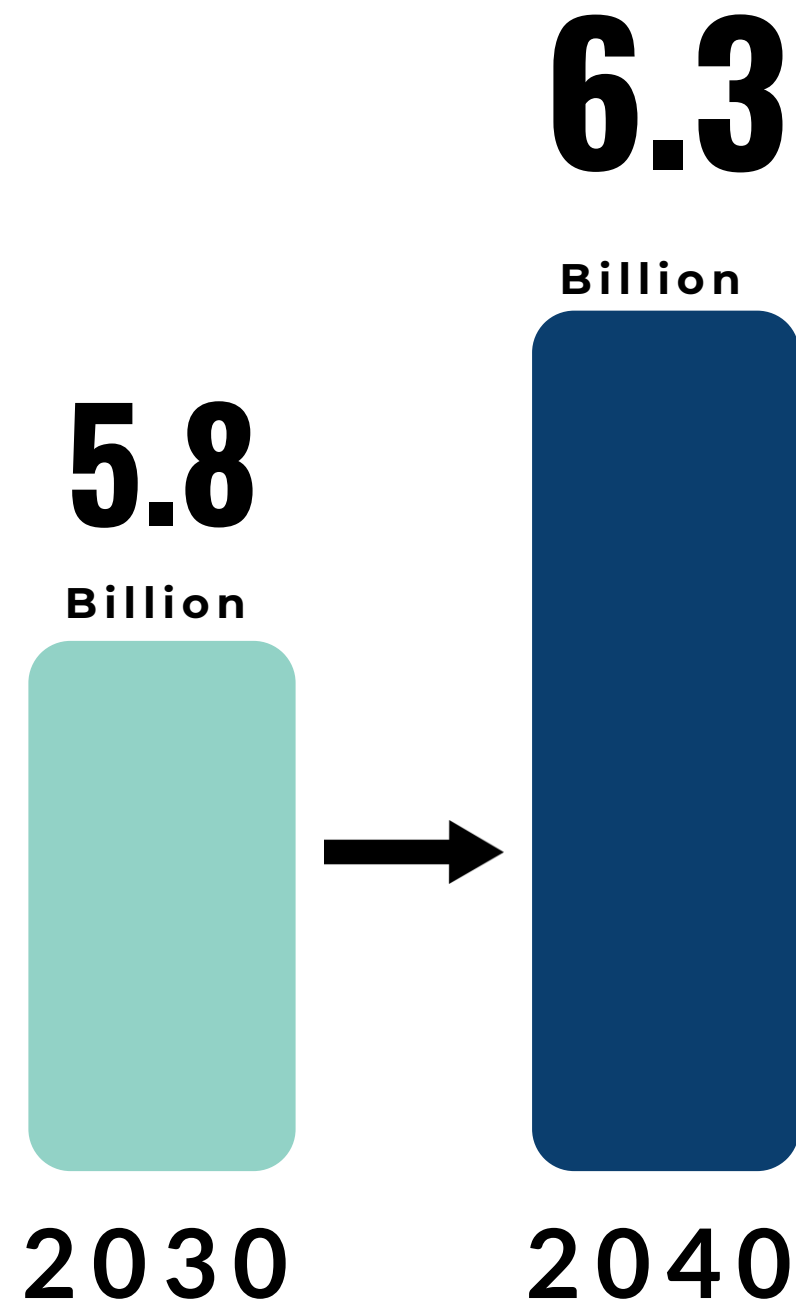
**\$ 22,651,000**

# Education - The Estimated Burden of Education-Related Health Inequities

**“Education-related health inequities”** refer to disparities in health outcomes influenced by an individual's educational attainment level.

These inequities can manifest in various ways, such as differences in access to healthcare, health behaviors, disease prevalence, and overall health status based on educational achievement.

# Education - The Estimated Burden of Education-Related Health Inequities



In Dallas County, education related health inequities will present an increasing economic burden over the next 40 years.

In 2030, these disparities will cost Dallas County \$5.8 billion dollars and by 2060 that economic burden will rise to nearly **\$7 billion dollars.**

# Health

Racial Equity In Health Access, Care, and Outcomes

## The health-to-economy connection:

Every resident of Dallas should have the opportunity to lead a healthy life and attain their expected **lifespan**.



**Premature death** takes a toll on individuals, families, and the community writ large.



Health inequities impose indirect burdens on society including **economic losses** resulting from premature mortality.

## The Cost of Racial Inequity:



In Dallas County, premature deaths were estimated to impose a **\$5 billion economic** impact in 2020 alone.



This impact translates to the loss of **91,000 life years** for working age (15-64) residents, or the years of life that individuals could have lived had they not experienced premature death



As a result of racial disparities, **Black** residents aged 15-64 lost **51,880 years of life**, compared to **30,837 years** of life lost from non-Hispanic **White** people.



## Uncompensated Care

Uncompensated care refers to hospital services rendered without receiving payment from either the patient or their insurance provider, serving as a comprehensive indicator of such care provision.

**In 2021 alone, Dallas city hospitals incurred **\$1 billion** in excess uncompensated care costs, with a significant portion attributable to health disparities.**

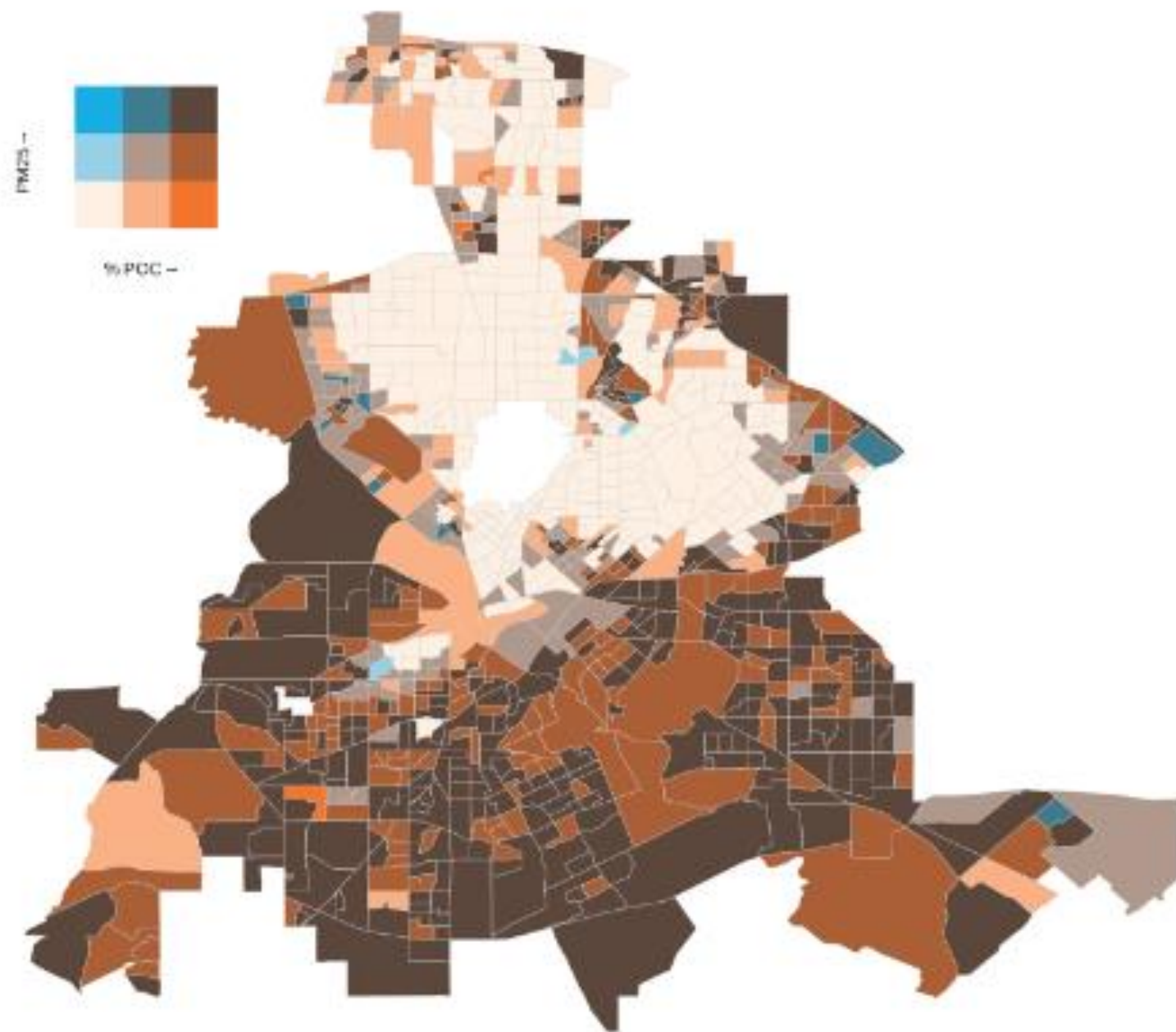
# Other Considerations

Environmental Justice & Immigration

# Other Considerations

## Environmental Justice

Neighborhoods with greater presence of people of color tend to have higher particulate matter 2.5 levels



Environmental justice is an economic imperative because equitable distribution of environmental resources and protections foster sustainable development, stimulates economic growth, and ensures the well-being of all communities.

# Other Considerations

## Environmental Justice

**Black residents in the City of Dallas experienced the highest rate of asthma-related hospitalizations.**

Age group:

0-17 18-44 45-64 65-74 75+

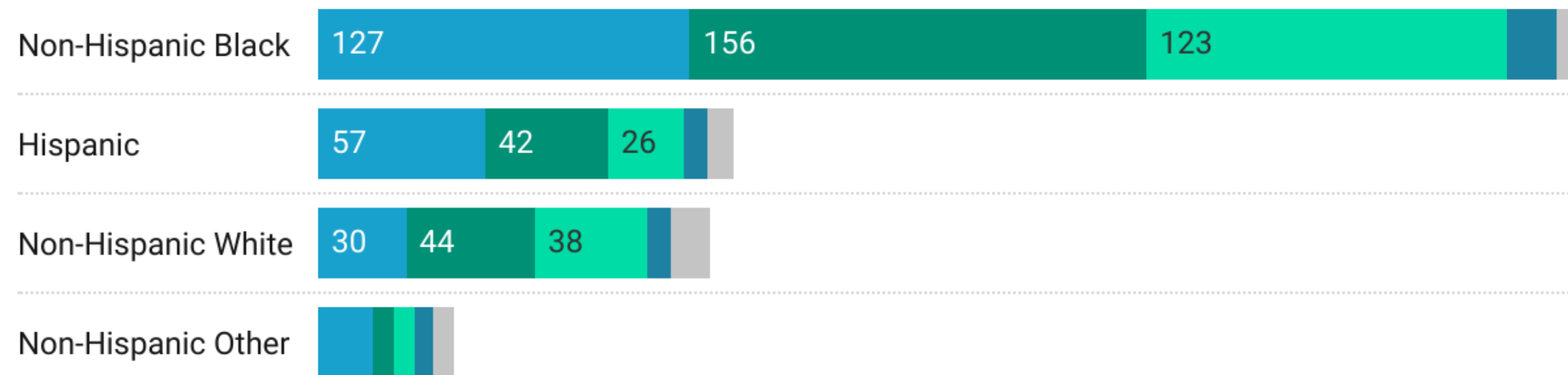


Chart: Every Texan • Source: Texas Health Care Information Collection (THCIC), Inpatient Use Data, 2020

# Other Considerations

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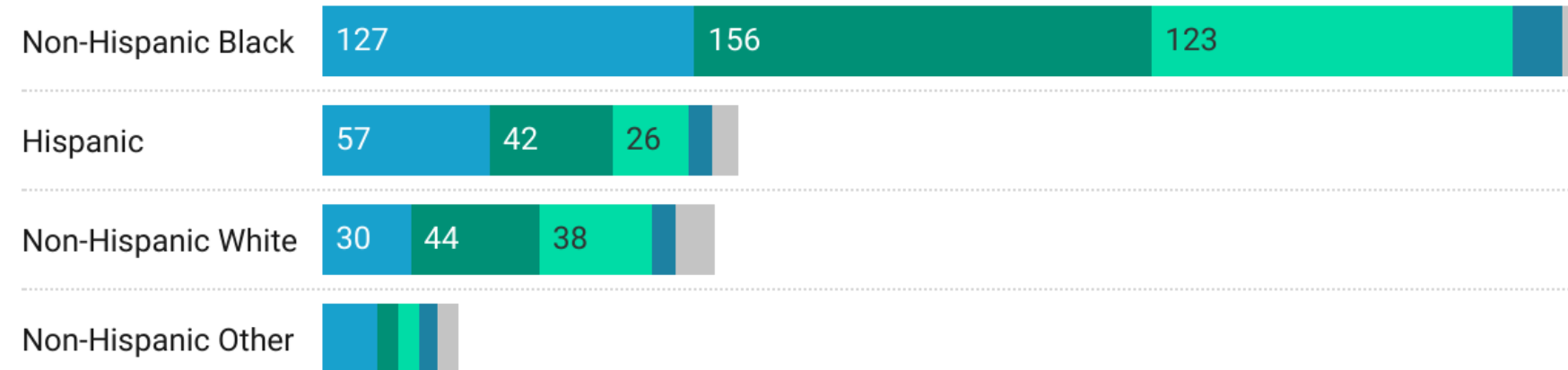


Chart: Every Texan • Source: Texas Health Care Information Collection (THCIC), Inpatient Use Data, 2020

When hospitalization rates are adjusted to reflect equity across all demographics, the City of Dallas residents could potentially save **\$18.47 million** in hospital expenses.

# Other Considerations

## Immigration

### Impact of Undocumented Immigrants on the Texas Economy

- Migration Policy Institute estimates 1.6 million working age undocumented individuals living in Texas.
- 274,000 undocumented working age individuals estimated in Dallas County (16.79%).

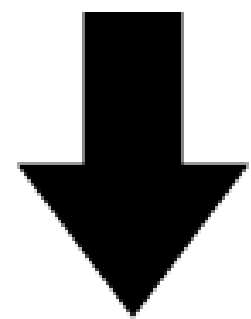


# Other Considerations

## Immigration

Baker Institute: Texas GDP could decline by 10% (\$84.5 billion) in absence of undocumented immigrants.

In Dallas County, potential 7.2% decline in gross regional product (**\$28.9 billion**) if undocumented individuals are no longer present.



Even with a **reduction of 20%** in undocumented population, direct economic impact in Dallas County: **\$2.8 billion**; indirect impact: over \$5.7 billion.

# Connection to Racial Equity Plan

**Big Audacious Goals (BAGs)** are a part of the Racial Equity Plan's collective commitment to establish equity in the City of Dallas over the next 15 to 20 years. The BAGs are broader longer-term racial equity goals that include Action Targets across several departments to achieve transformative impact. The five BAGs include:



Economic, Workforce, & Community Development



Infrastructure



Environmental Justice



Public Safety & Wellness



Housing



**Dallas Business Case for Racial Equity**

**Dallas Racial Equity Plan: Big Audacious Goals (BAGs)**

Economic Gains

BAG 1:  
“**Become the most economically inclusive city by eliminating the wealth gap** through workforce and economic inclusion...”

Education

BAG 1:  
“**Wages** serve as the main source of **economic mobility** and are associated with residents’ ability to thrive.”

Environmental Justice

BAG 2:  
“Equitably engage and **address the disproportionate impact pollution and climate issues** have on historically disadvantaged communities.”

Health

BAG 5:  
“Make Dallas communities safe in ways that prevent harm and **promote wellness**, healing, and justice.”

Immigration

BAG 1:  
“Become the most economically inclusive city by eliminating the wealth gap through workforce and economic inclusion, **fostering full participation in cultural and civic life of Dallas by acknowledging contributions of historically disadvantaged communities**, and **investing in economic and human development** in equity priority areas.”

<p><b>Dallas Business Case for Racial Equity</b></p>	<p><b>Equity Indicators</b></p>
<p>Economic Gains</p>	<p><b>Theme:</b> Economic Opportunity <b>Indicators:</b> Median Household Income, Labor Force Participation, Unemployment, High-Growth, High-Paying Jobs, Median Full-Time Income, Median Hourly Wage</p>
<p>Education</p>	<p><b>Theme:</b> Education <b>Indicators:</b> All indicators</p>
<p>Environmental Justice</p>	<p><b>Theme:</b> Environmental Justice <b>Indicators:</b> Environmental Justice Screen &amp; Tree Canopy</p>
<p>Health</p>	<p><b>Theme:</b> Public Health <b>Indicators:</b> Mortality, Health Insurance, Linguistic isolation</p>
<p>Immigration</p>	<p><b>Theme:</b> Economic Opportunity <b>Indicators:</b> Income, Employment, Poverty, Business Development</p>

# Questions