

OAKLAND SUMMIT ON BLACKS IN TECH



POPULATION TRENDS, EDUCATIONAL ATTAINMENT, EMPLOYMENT & INCOME FOR BLACK OAKLANDERS

Presented by: Junious Williams, CEO
Urban Strategies Council

www.urbanstrategies.org

May 2, 2015

Presentation Topics

- Population Trends
- Educational Attainment
- Workforce Participation
- Income
- Poverty
- Summary
- Recommendations

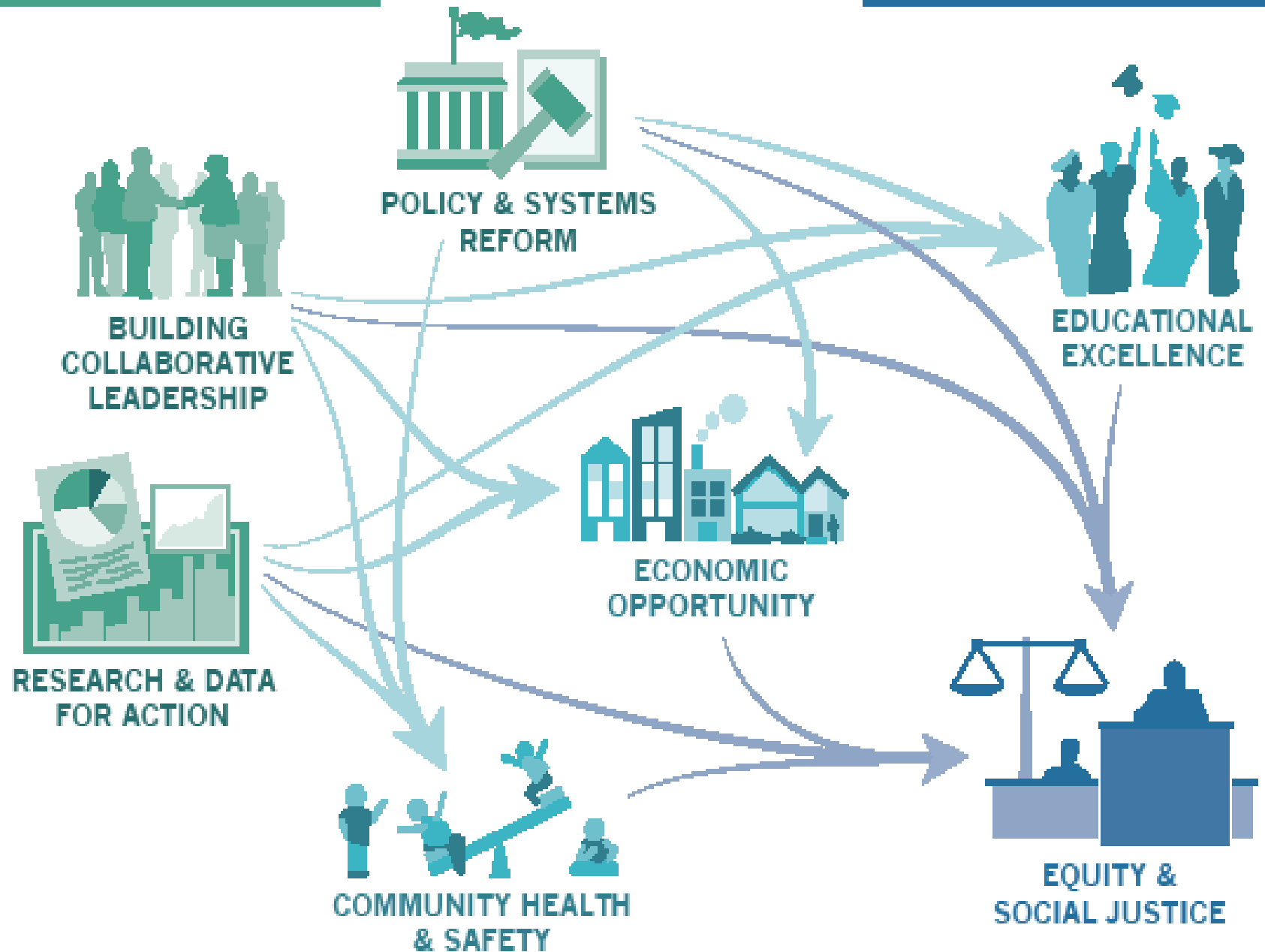
Urban Strategies Council...

- Our mission is to eliminate persistent poverty by working with partners to build vibrant, healthy communities
- We use tools of equity-focused data and policy analysis, collaboration and advocacy

Bringing together people and data for equity and social justice

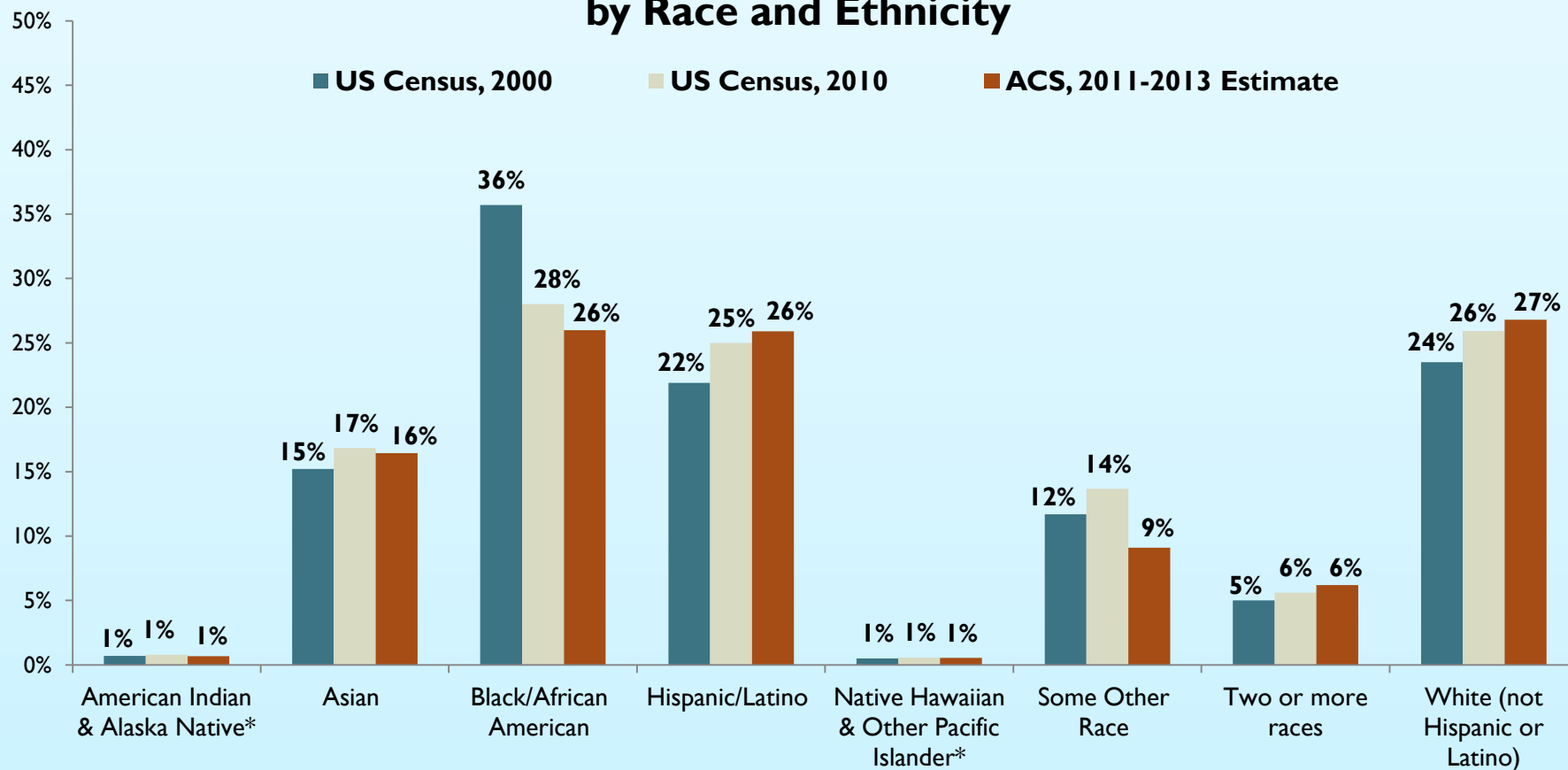
WHERE STRATEGY...

...MEETS RESULTS



Oakland Population Trends

Oakland Population in 2000, 2010 and 2013, by Race and Ethnicity

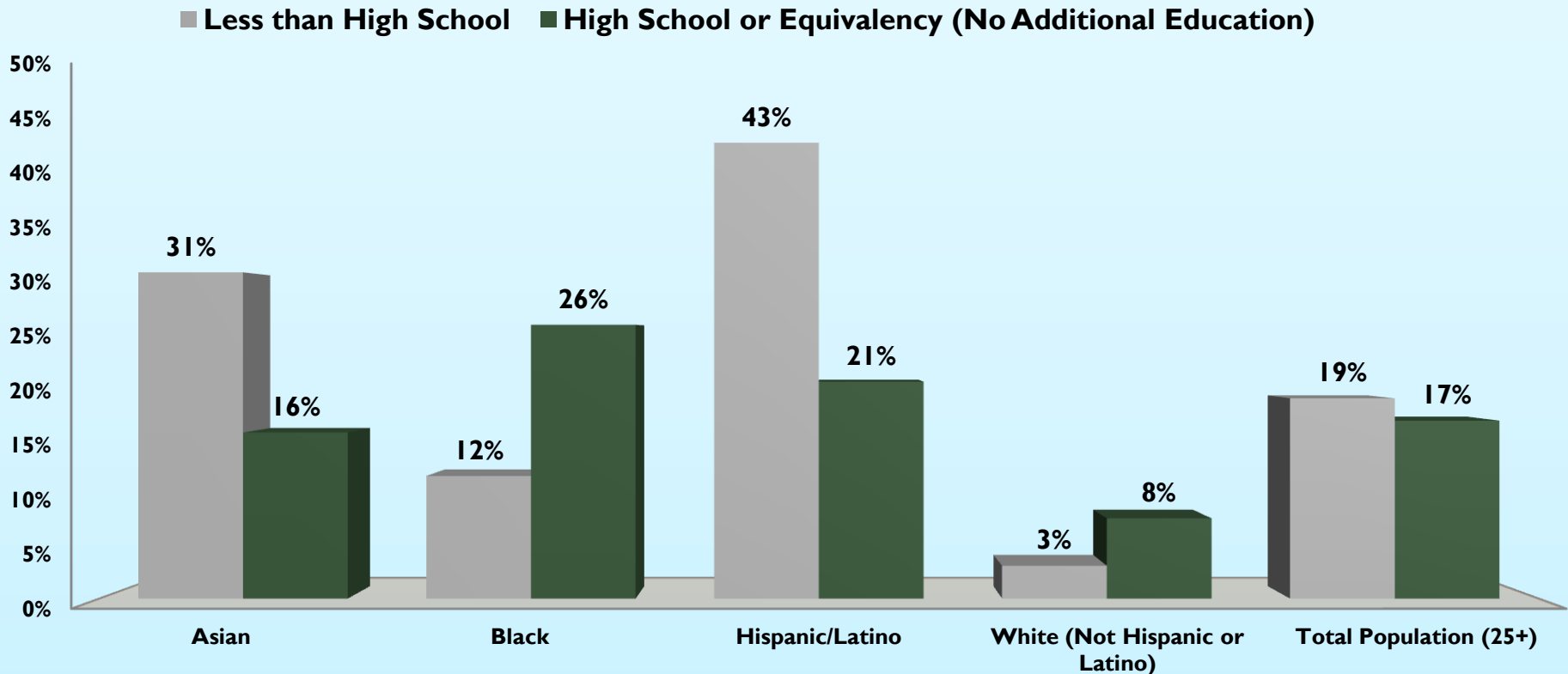


* ACS estimate is statistically unstable.

Oakland High School Education Attainment



Highest Level of Attainment by End of High School for Population 25 Years and Older, by Race and Ethnicity (ACS, 2013 Three-year Estimates)

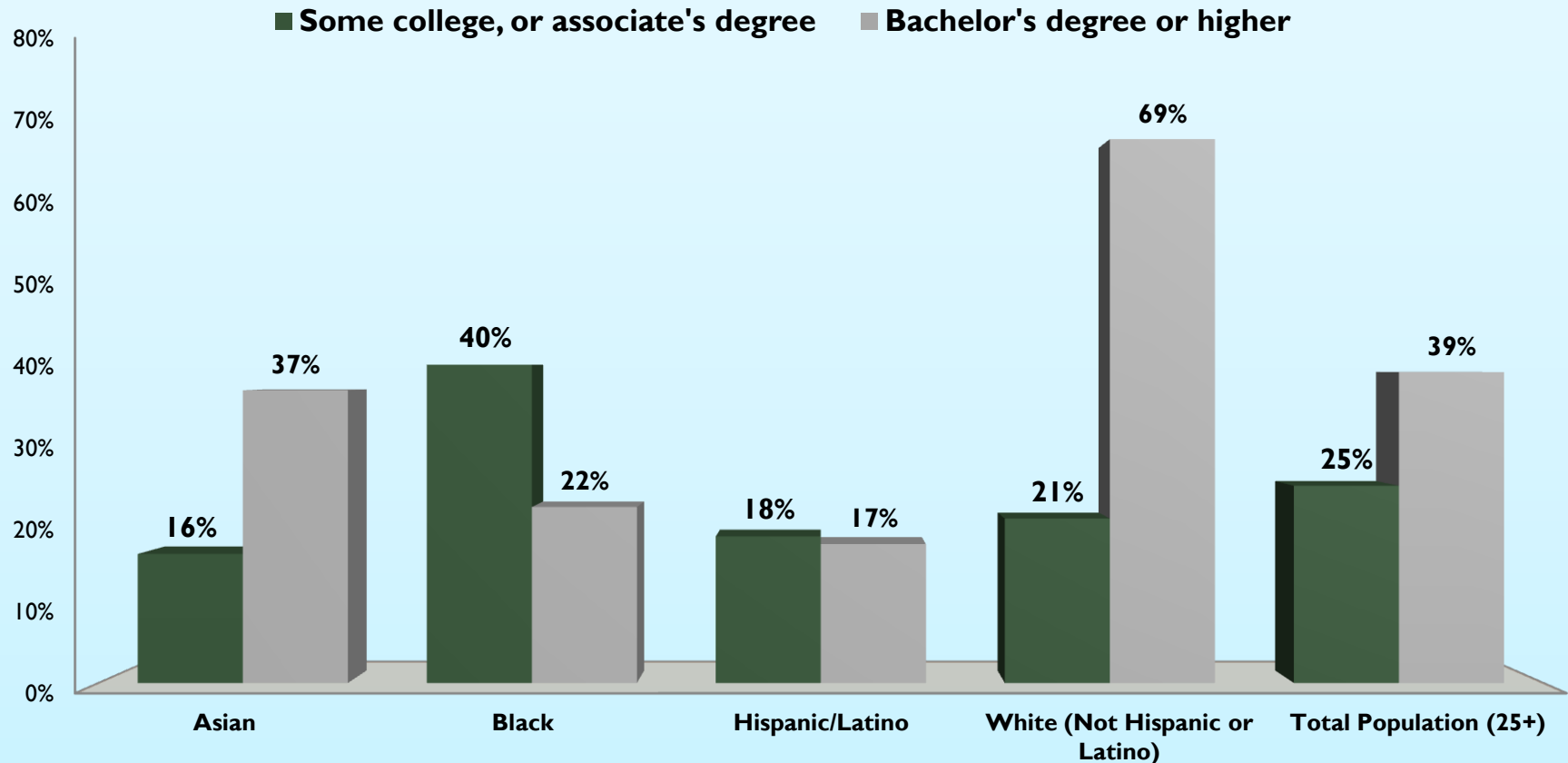


Note: Estimates for American Indian and Native Hawaiian/Pacific Islander were not included because of high statistical instability.

Oakland Post-Secondary Education Attainment



**College Attainment of 25 Years and Older by Race and Ethnicity
(ACS, 2013 Three-year Estimates)**

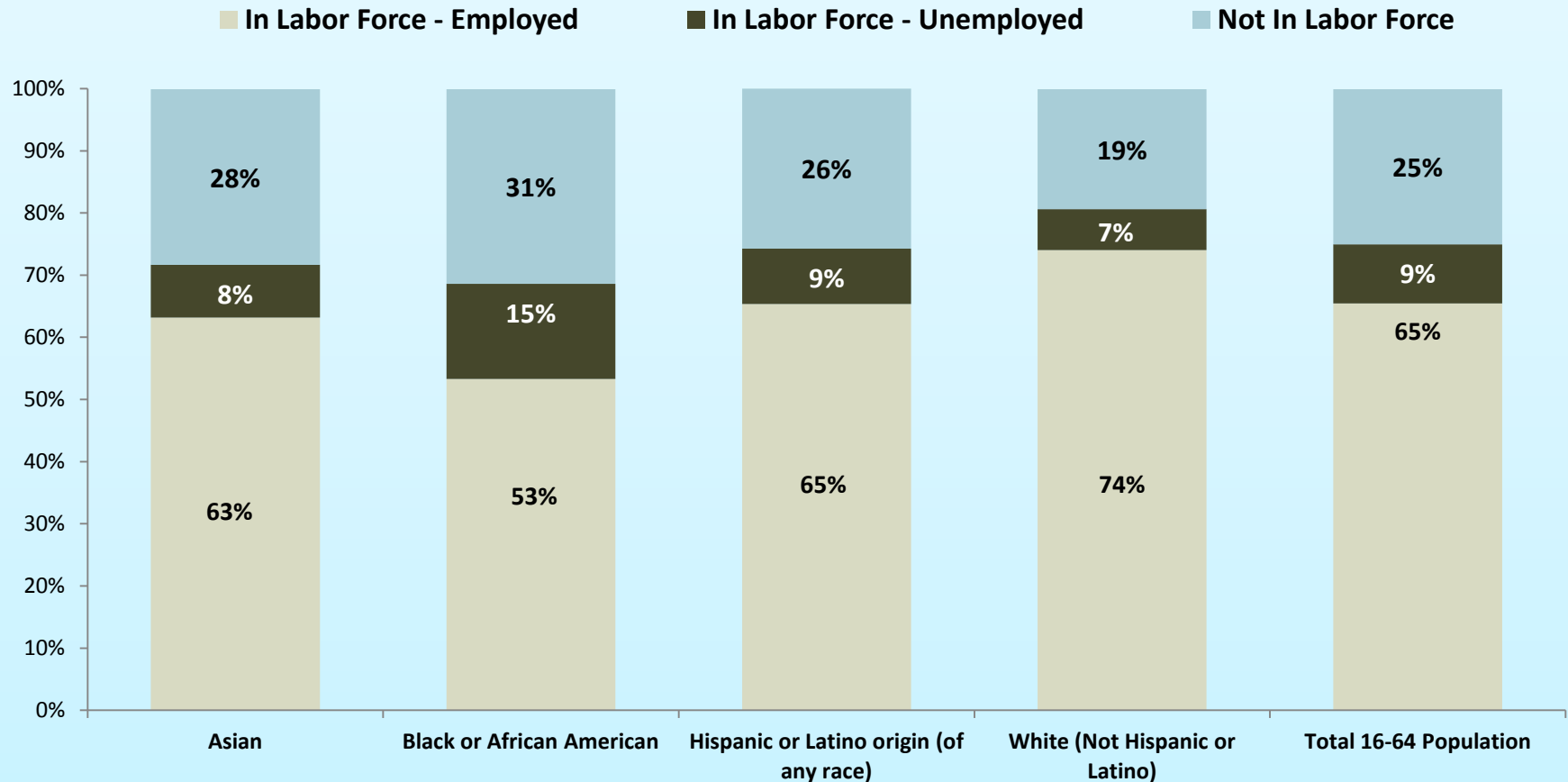


Note: Estimates for American Indian and Native Hawaiian/Pacific Islander weren't included because of high statistical instability.

Oakland Participation in Labor Force



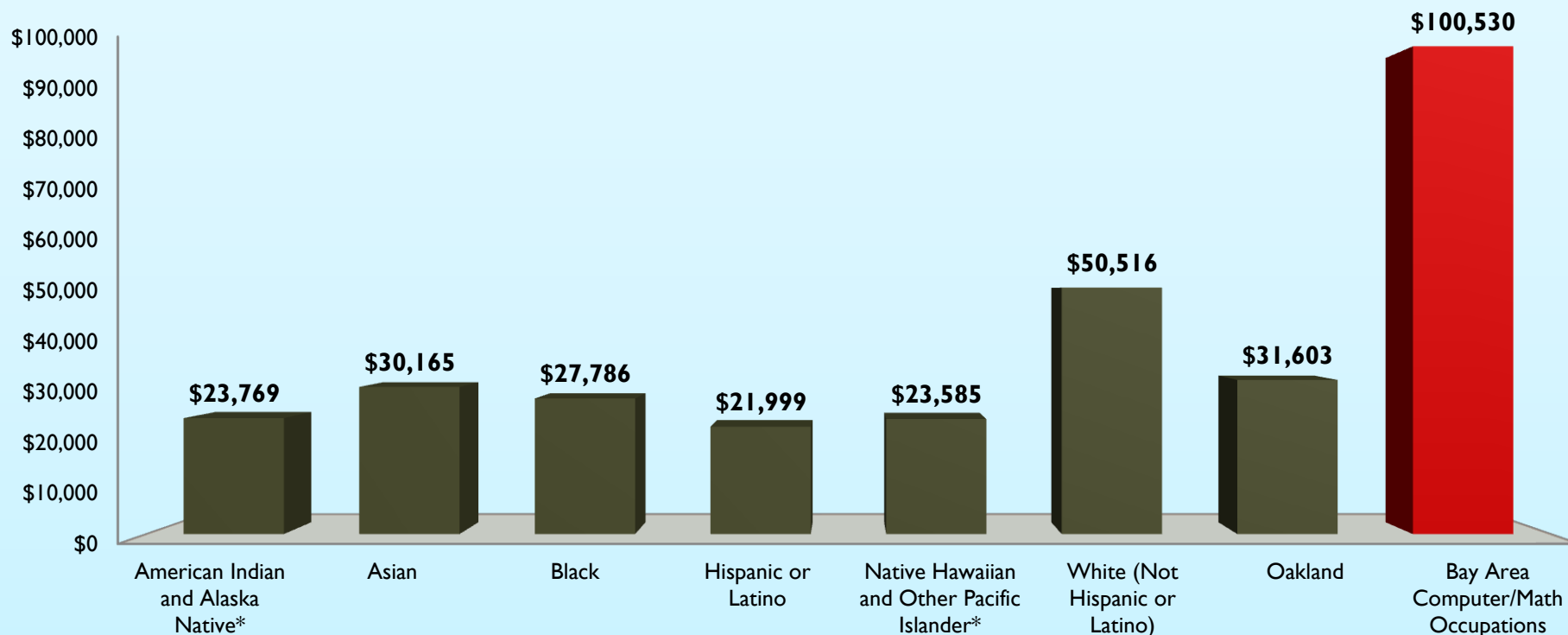
Aged 16-64 Labor Force Status (ACS, 2013 Three-year Estimates)



Note: Estimates for American Indian and Native Hawaiian/Pacific Islander were unavailable.

Oakland Median Incomes

Individuals' Median Income of Population 16 and Older with Earnings in Past 12 Months by Race/Ethnicity (ACS, 2013 Three-Year Estimate)

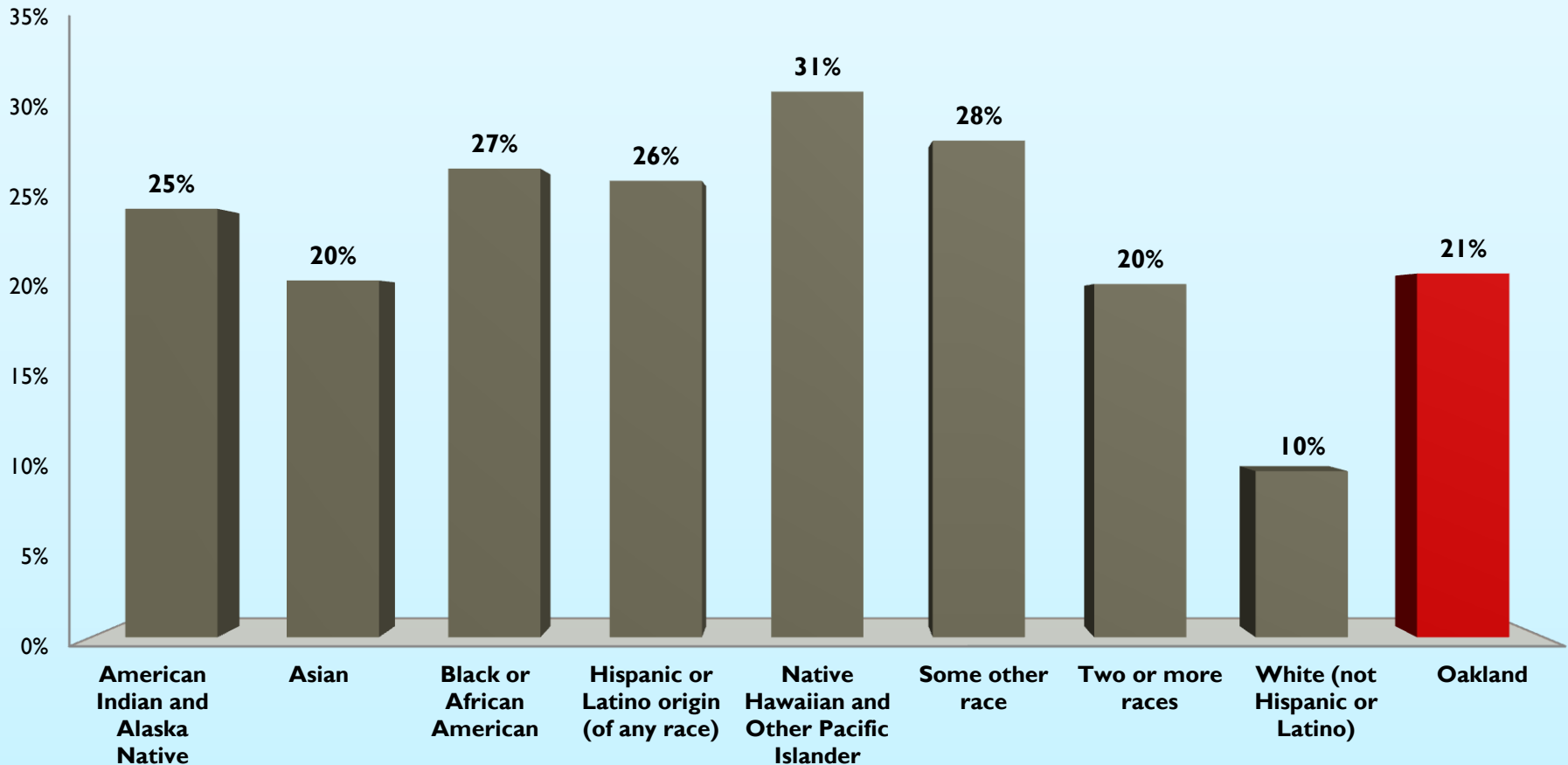


* ACS estimate is statistically unstable

Oakland Poverty Rates



**Percent Below Poverty Level by Race/Ethnicity
(ACS, 2013 Three-Year Estimate)**



* ACS estimate is highly statistically unstable.

SUMMARY

- **Black population continues to decline** while Latino and White populations increase; implications for political power and cultural norms
- **Blacks have highest proportion of any ethnic group with some college or associate's degrees**, which lends itself to training for entry level tech jobs which require credentials or associates degrees
- Black have **higher proportions of population not in work force and unemployed** among all ethnic groups
- **Income disparities and poverty rates** for Blacks among the highest for any ethnic group

RECOMMENDATIONS



- Monitor and advocate with OUSD to make sure “**Linked Learning**” (**Measure N**) works for Black students
- Monitor and advocate with public education systems to make sure the **funded career pathways development efforts** work for Black students and young adults (Career Pathways Trust, Atlantic Philanthropies, etc.)

RECOMMENDATIONS



- Build **pipelines and pathways to ICT** careers that recognize the talents and barriers of Black students and workers (ICT Careers Work Group)
- Obtain **commitments from tech employers** to provide apprenticeships and jobs for Black students and workers
- **Partner with tech** industry on how to cultivate and recruit Black Tech Talent

Contributors

- Rebecca Brown, Assistant Director of Research
- Joe Jackson, Research Associate
- Bobby Stahl, Research Associate