

How far have we come?

Equality and inequality in the Seattle Area today



- residential patterns
- homeownership rates
- home values
- educational levels
- job and income distributions

Recent data from the U.S. Census Bureau

Housing: partial desegregation

Change has come slowly. It was not until 1980 that desegregation began to be evident in North Seattle, West Seattle, and Queen Anne.

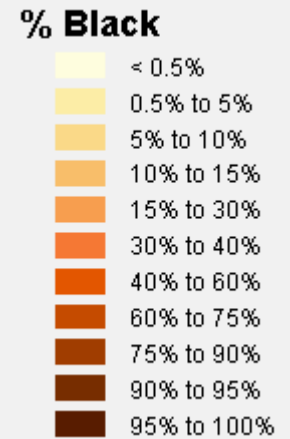
This table tracks four decades of change in North, Central, and South Seattle neighborhoods.

(Data from [Kate Davis, "Housing Segregation in Seattle" 2005](#))

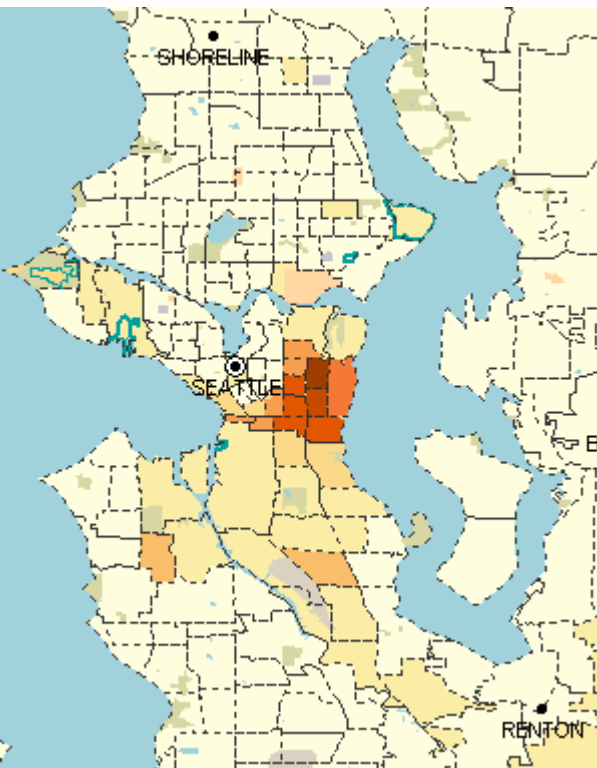
Nonwhite Percentage of each neighborhood

Neighborhood	1960	1970	1980	1990	2000
Broadview-Carkeek	1	2	7	14	23
Lake City-Haller Lake	1	3	10	19	28
Ballard	0	2	7	9	12
Greenlake	1	4	9	11	15
University-Ravenna	2	4	12	17	20
Magnolia	2	3	8	11	14
Queen Anne	1	3	7	9	12
Capitol Hill-Madison	5	10	11	11	13
Downtown	16	18	27	33	37
Garfield-Madrona	47	52	50	46	41
Alki-Admiral	1	2	8	10	15
Beacon-Rainier Valley	15	36	58	67	69
Fauntleroy-Highland Park	0	6	15	26	37
Rainier Beach	8	24	55	69	79

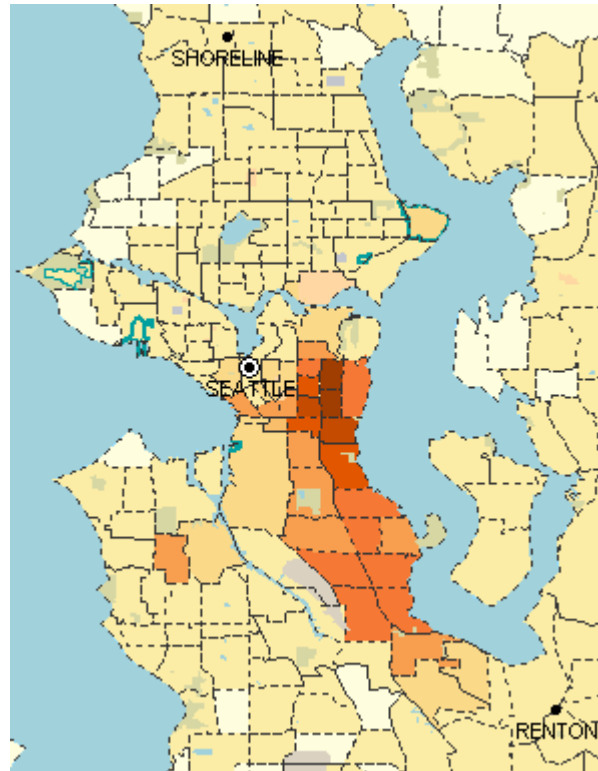
African American Residential Distributions



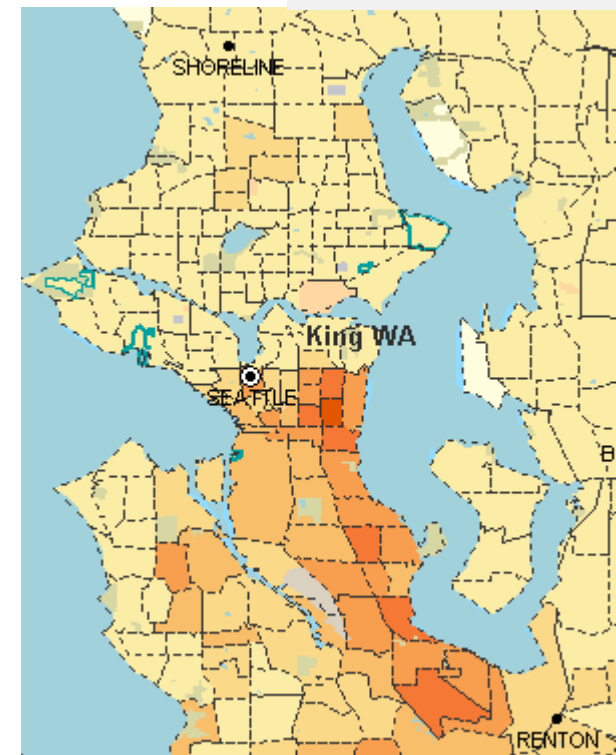
1960



1980



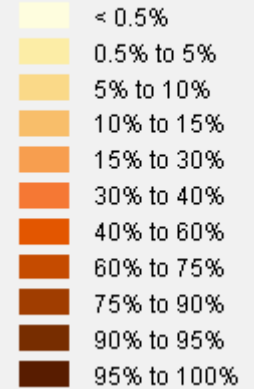
2000



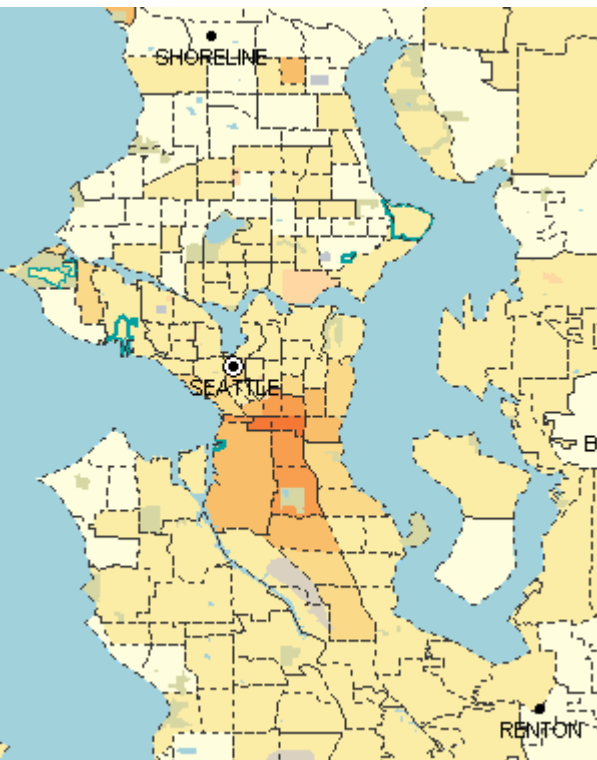


Asian American and American Indian residential distributions

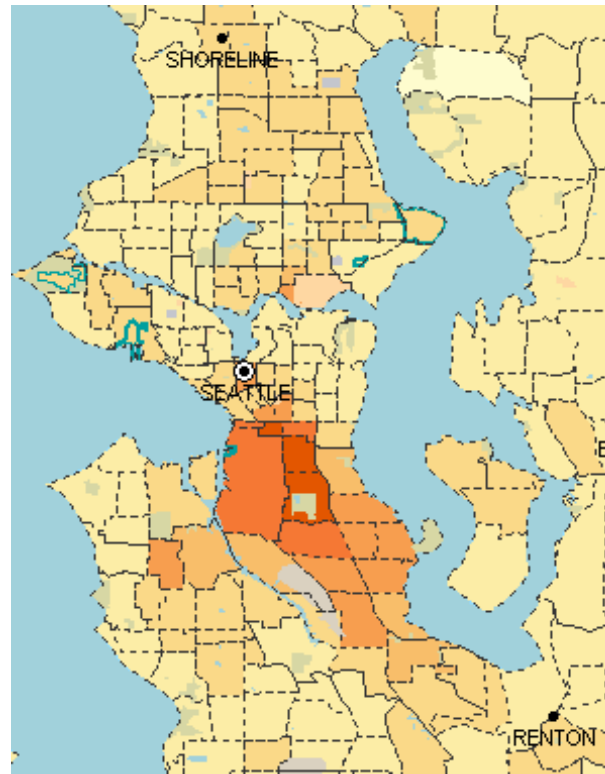
% Asian, PI, A. Indian



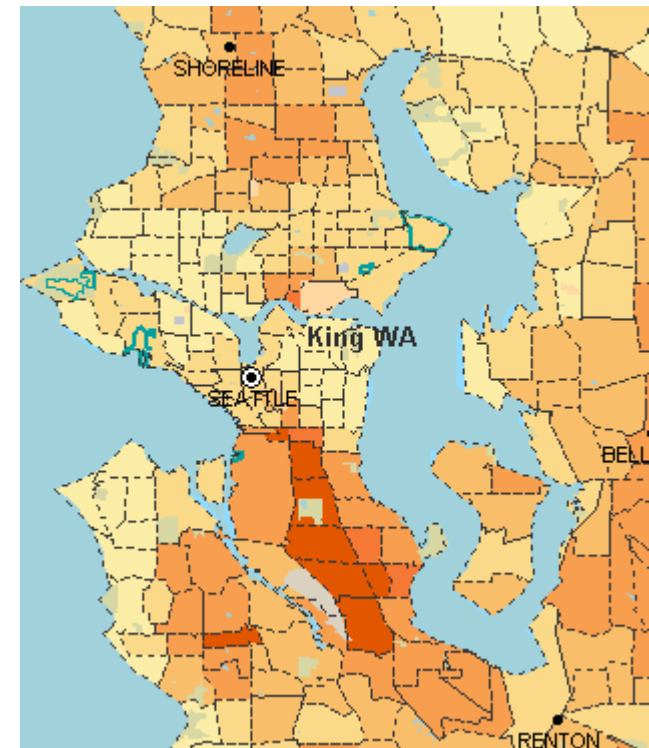
1960



1980



2000



Lingering housing discrimination



- **Discrimination has been reduced but has not ended.**

- **Federal studies indicate that about one in five home sellers, realtors, or apartment managers will discriminate against African Americans. The rate of discrimination is slightly higher against Latinos, a little lower against Asian Americans.**

- **Discrimination by lenders and mortgage insurance brokers is also sometimes a factor, potentially raising costs paid by homeowners of color.**

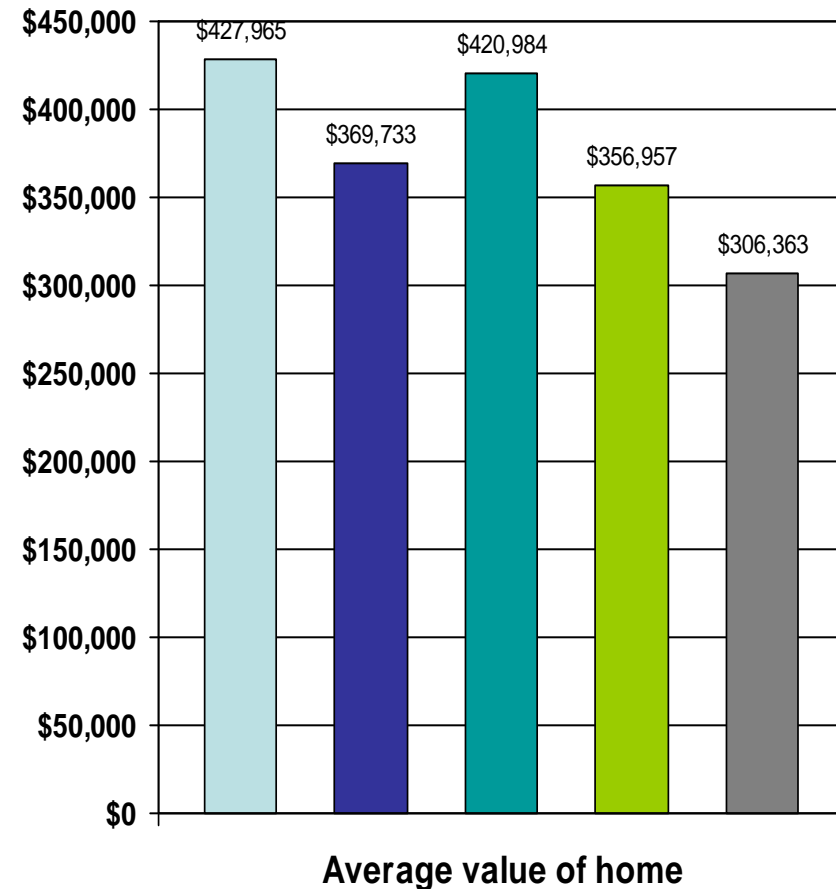
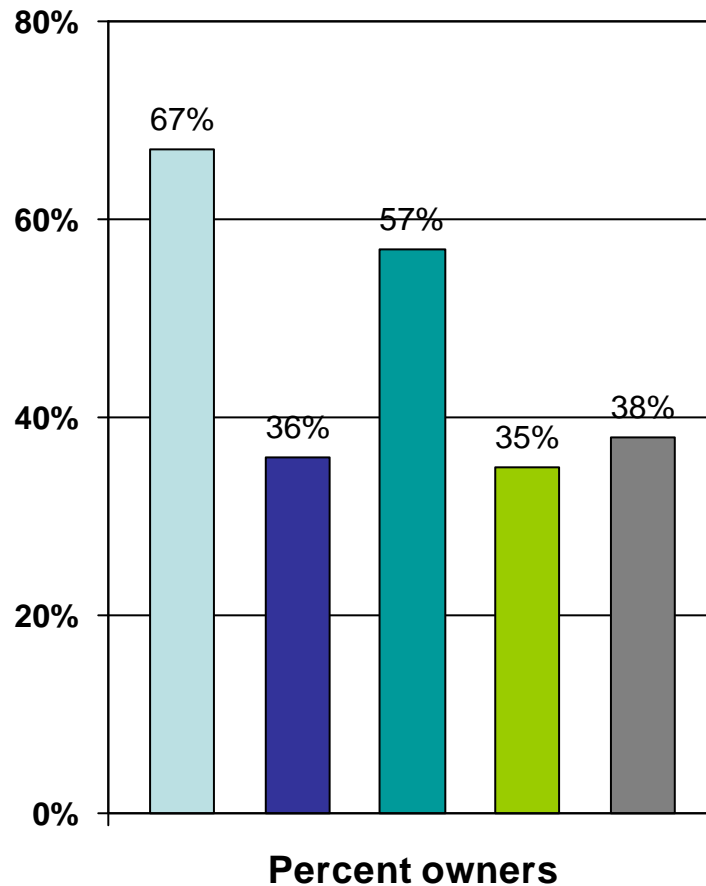
Why history matters: The “wealth effect” of yesterday’s segregation



- Homeownership is the main way that Americans build family wealth.
- Segregation suppressed homeownership and wealth building opportunities for African Americans and Asian Americans who had trouble obtaining loans because of “Redlining” and faced artificially high prices.
- Even as restrictions have eased, families of color are less likely to own homes and their homes are worth less on average than white families who have been accumulating real estate wealth for generations.



Homeownership rates and values by race, Seattle-Everett Metropolitan Area, 2006



Education, Jobs, Income

Gallup/AARP survey 2003

61% of whites believed that blacks have achieved the same job opportunities as whites, just 12% of African-Americans concurred.

Who is right?



Outcomes are far from equal

Race, income, education in Washington State 2006

	<i>population</i>	<i>college grad</i>	<i>prof/tech/ manag</i>	<i>below poverty</i>	<i>median family income</i>
white	4,864,380	34%	44%	9%	\$50,310
black	204,563	21%	32%	21%	\$36,223
Hispanic	483,980	8%	16%	26%	\$30,186
Native	92,505	11%	25%	26%	\$33,204
Asian	409,990	46%	45%	11%	\$54,334

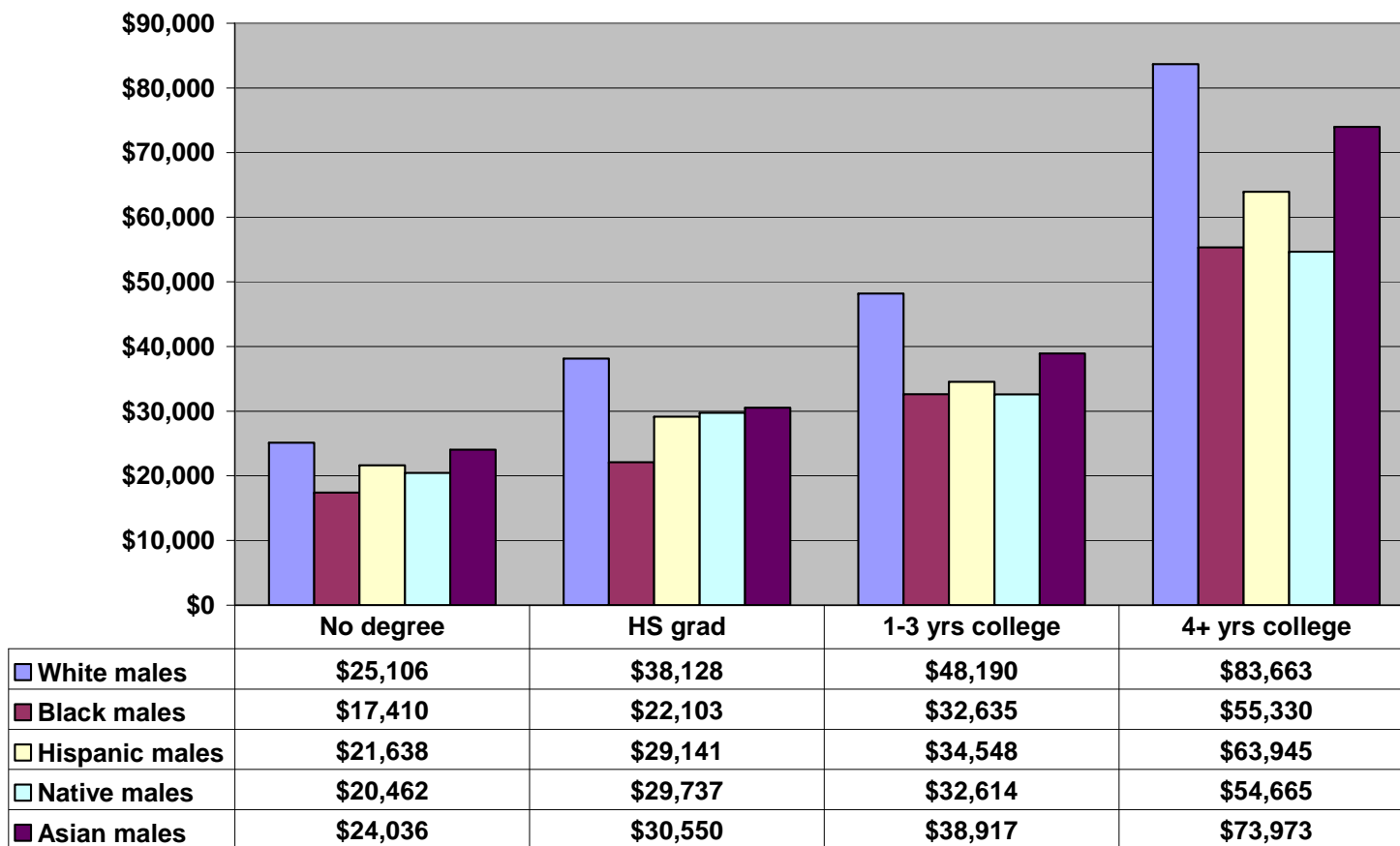
Is it because of education?

Education is not the only issue!

Notice the “two-thirds” rule:

Black males earn 2/3rds of what white males of the same educational level earn

Male adult average income by race and education, Washington 2006



black /white ratio

69%

58%

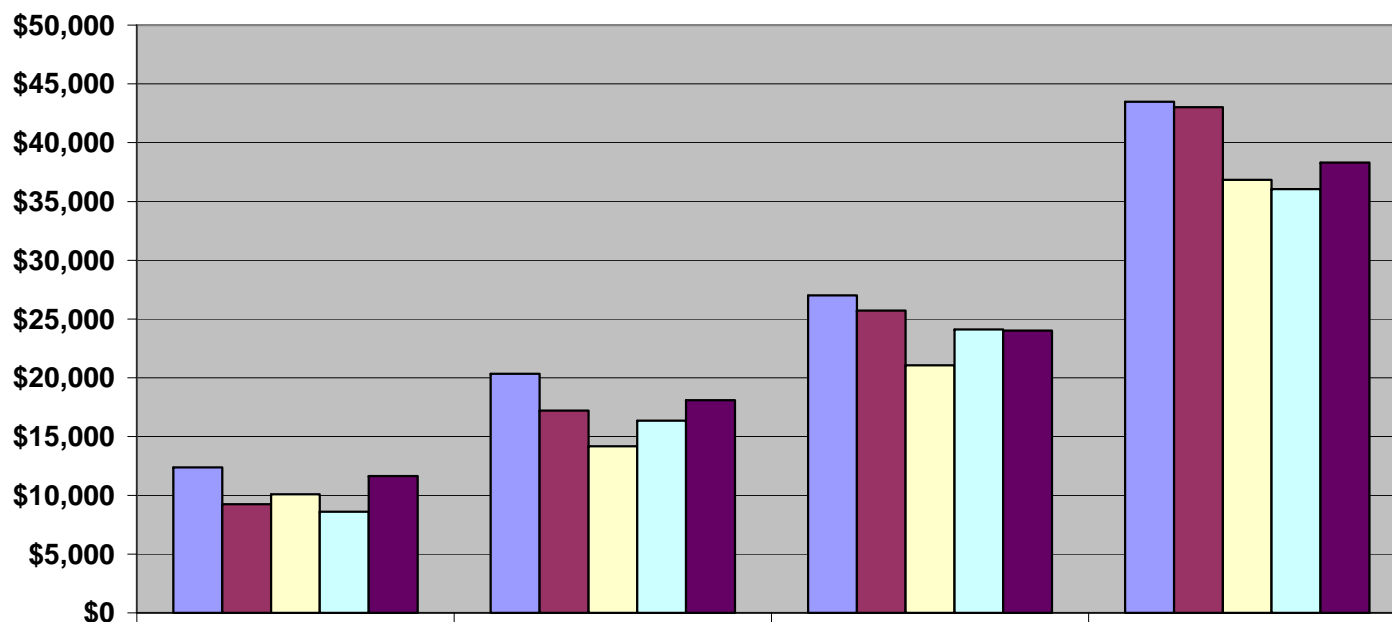
68%

66%



Female incomes are more equal

Female adult average income by race and education, Washington 2006



	No degree	HS grad	1-3 yrs college	4+ yrs college
White females	\$12,385	\$20,342	\$27,005	\$43,465
Black females	\$9,257	\$17,199	\$25,712	\$43,024
Hispanic females	\$10,077	\$14,166	\$21,045	\$36,819
Native females	\$8,602	\$16,348	\$24,105	\$36,033
Asian females	\$11,628	\$18,098	\$24,021	\$38,303

black /white ratio

75%

85%

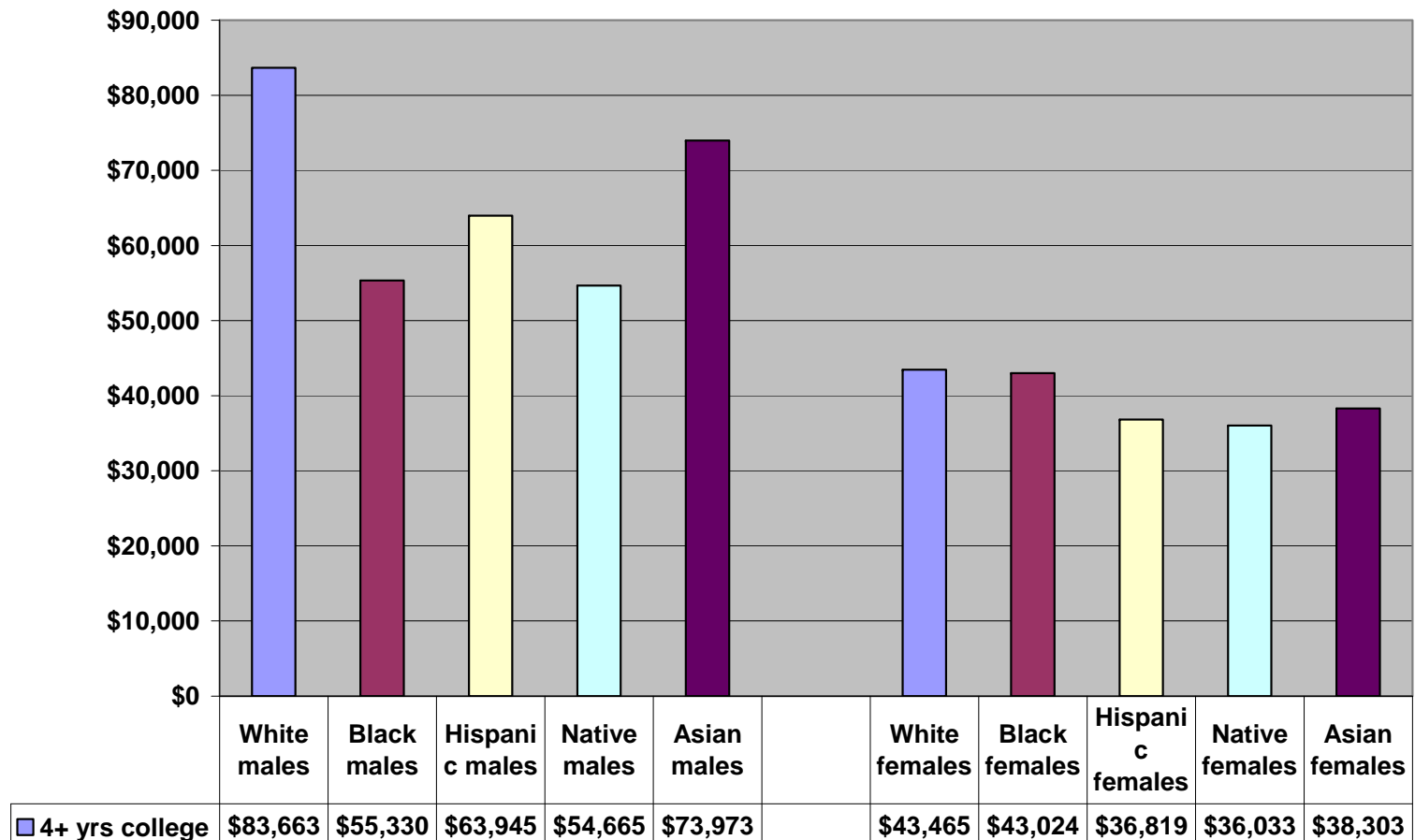
95%

99%

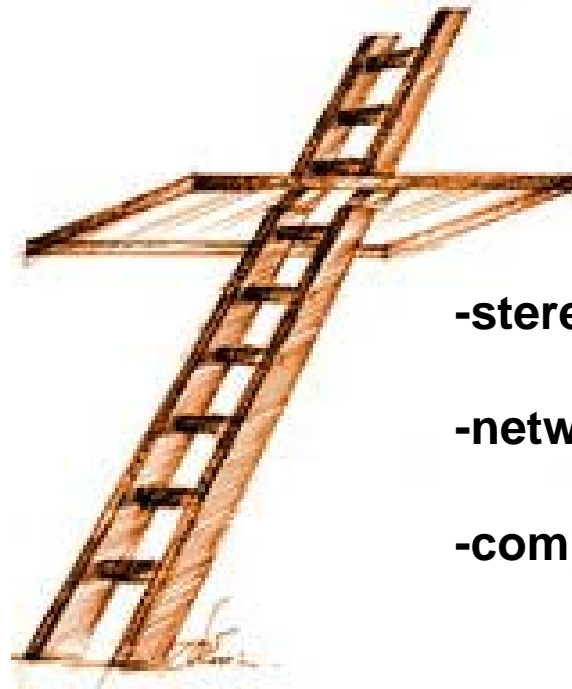


For college graduates three income tiers: white males, other males, all females

College graduates: average income by race and sex, Washington 2006



What are the continuing barriers to equal opportunity hiring?



- stereotype hiring
- network hiring
- compatibility hiring

Climbing the corporate ladder, but how far?

Managers, Officers in Corporate Sector*, 2002

	% of managers 2002	% of workforce 2002	% of managers 1990	Avg. Annual EEOC complaints
Women	35.9	48	29	24,000
African Americans*	6.8	14	5.2	29,000
Hispanic Americans*	5.1	11	3	
Asian American*	3.2	4	1.8	

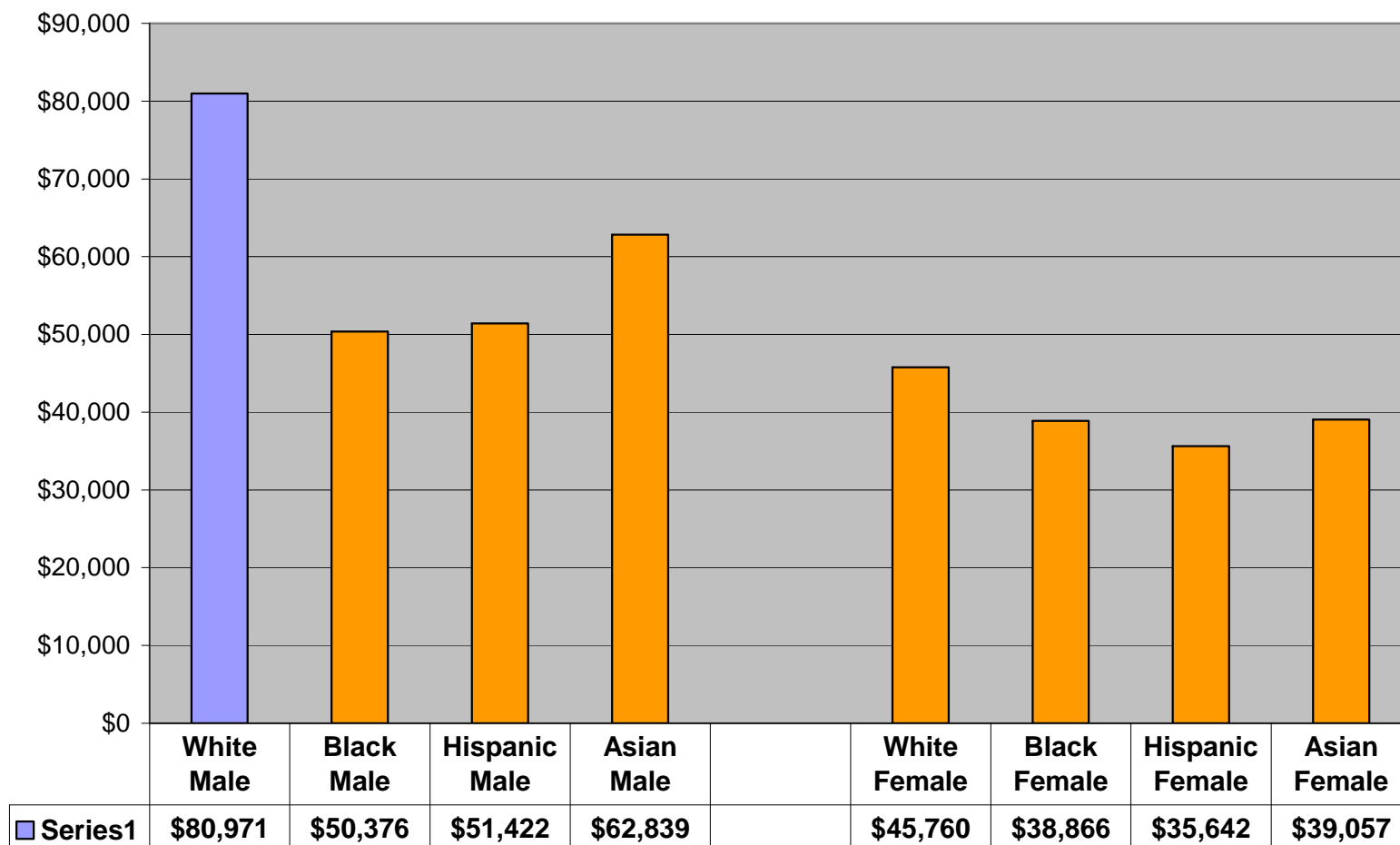
*Companies with 100+ employees, United States

**Males and females

Source: EEOC, *Characteristics of the Private Sector*, 2003

Management salaries: still the “two-thirds” rule

Average Salary of Managers, Officials in Private Sector, 2000



% of white male income

62%

64%

78%

56%

48%

44%

48%

Credits

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